

Senior Care Task Force: Workforce Subgroup Discussion and Recommendation Development – Licensing and Funding

April 21, 2022
9:00am-10:30am
WebEx

Facilitator:	Hina Shah - KHI	Note taker:	KHI
Attendees:	Working Group Members: Haely Ordoyne, Kansas Adult Care Executives; Camille Russell, Long-Term Care Ombudsman; Jamie Gideon, Alzheimer's Association; Ernie Kutzley, AARP; Lea Chaffee, Long Term Care Home Representative; Kelly Sommers, Kansas State Nurses Association; Jan Kimbrell, Silver Haired Legislature; Lacey Hunter, KDADS Subject Matter Experts: Sheree Utash, Wichita State University; Nathan Kessler, Julie Menghini & Jessica Dragoo, Kansas Department of Labor; Shawn Sullivan, SPARK update Other: Connor Stangler, KLRD KHI Staff: Hina Shah, Emma Uridge		
Reviewed Documents	<ul style="list-style-type: none">• Agenda• Google Jamboard - SWOT Matrix tool for Recommendation Development		
Agenda:	9:00AM 9:10AM	Welcome and Introductions Topic Discussion with Experts <i>Sheree Utash, Wichita State University</i> <i>Nathan Kessler, Julie Menghini & Jessica Dragoo, Kansas Department of Labor</i> <i>Shawn Sullivan, SPARK update</i> <i>Connor Stangler, KLRD Bill Updates</i> <i>Theme: Expanding Workforce Alternatives</i>	
	10:25AM 10:30AM	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 would you like to keep top of mind for the topic of licensing and funding?"
 - Haely Ordoyne: Here to learn and try and find creative ways to support the workforce.
 - Lea Chaffee: Amazing to work in this field, don't let us get down on this work. We need to make it easier to do this type of work, not harder.
 - Camille Russel: Keep in mind that folks served have their preference and choice in life and person-centered with staff and professionals.
 - Jan Kimbrell: On this committee can bring awareness to the situation and find positive solutions. The state is not helpless and can better the people.
 - Ernie Kutzley: Work in front of us is urgent, and I would like to thank everyone who is a part of this effort.
 - Jamie Gideon: Keep in mind short and long-term solutions. It is a sprint, and a marathon.
 - Shawn Sullivan: Need for system wide perspective for some funding down the road for short and medium terms so that's great but also a challenge.
 - Kelly Sommers: Bring nurses to the table, their voices will help recruit and retain the nurses we have now. We knew there would be a staffing shortage by 2030. There are long-term and short-term solutions. We have to offer choices before moving seniors in long-term care.

Agenda item: Subject Matter Expert Presentation and Discussion

Discussion:

Sheree Utash, Wichita State University (WSU)

Overview of Senate Bill 453

- Bill was signed by Governor Kelly and to be implemented by July. Goal of the bill was to work with Kansas Department of Aging and Disability Services (KDADS) to modernize and expand bill language for Certified Nurse Aide (CNA) instructors. Presenter indicated that it was difficult all areas of Kansas to find instructors that fit under the qualifications to teach CNA courses and bill allows more healthcare professionals to teach. Presenter spoke about how CNA positions are a gateway to the healthcare system career pipeline, and a stable pipeline will be needed in this area. WSU tech have had to turn away 200 students in this pathway because they could not find enough instructors to teach the course.
- Bill Did Not Change:
 - Hours of didactic
 - Clinical hour requirements
 - Curriculum.
- Bill Allows:
 - Licensed Practical Nurses (LPNs) to teach CNA courses under general supervision of a Registered Nurse (RN). In long-term care (LTC), most CNAs work directly for an LPN.
 - Registered Nurses (RNs) provide general supervision across different care settings other than LTC.
 - 1200 clinical experience with chronically ill, not just LTC.

Overview of Discussion

- Member from the Kansas State Board of Nursing indicated there is a work group not related to the bill evaluating CNA curriculum for components to be redacted or changed. Member also clarified that RN supervision is defined as general supervision under scope of nursing licensure, not the KDADS RN supervision definition. Group discussed Kansas creating a funnel for students to enter CNA position to progress down the pipeline to Certified Medical Assistant (CMA), LPN, then RN.
- According to group member, most current nursing students do not have CNA backgrounds. Some CNA students can work alongside RNs for 'earn and learn' credit through WSU. CNAs move through the process to work in the environment and get offered position once they get state certification, which builds a talent pipeline. Member also asked group to consider looking at increasing wages and offering competitive benefits to attract LPN and RN educators.
- Member identified a need to look at training programs for paid hospitality aides to do the things that promote dignity and respect. Presenter noted that CNAs can fulfill this position as a training requirement and still receive an hourly wage. WSU could be able to administer a pilot to test this model. Another member indicated this effort may need a stem type approach. Presenter indicated career seeking behavior has changed from the pandemic. Career progression and wage progression needs to be understood and may need to be redefined for young people.

Nathan Kessler, Julie Menghini & Jessica Dragoo, Kansas Department of Labor

Presentation displayed data on the Kansas labor force as it relates to the senior care industry.

Overview of Discussion

- Working group member indicated it is significant that most leaving a job in the senior care industry go to another job in the similar industry. Workers want to feel valued, supported, and have enough resources to do their job safely; when care workers leave jobs, employers need to know why. Kansas ranks poorly for staff retention in nursing homes. Member suggests there is data on where healthcare workers go within the large healthcare industry.
- Another member noted past instances of workers staying on unemployment benefits and asked if there is data that verifies spike in unemployment filing for the senior care industry. Presenters can give data on spike from the beginning of the pandemic, but since federal benefits programs have ended, they don't have data on why some workers are not going back to work.
- Group discussed House Bill 2703, which proposed those on unemployment go through skills support and a training course to receive benefits and seeking employment.
- Member and chair reminded group that the healthcare industry is a female dominated profession, and many could not work without childcare. There is a need for flexible schedules, and to be more person-centered.

Shawn Sullivan, SPARK update

Federal American Rescue Plan Act (ARPA) funds were sent to every city, county, and state to spend.

- Kansas received \$1.3-1.5 billion in ARPA funds. Kansas has spent a billion on unemployment trust fund and economic proposals. Currently, there is \$400-500 million left. Presenter gave an overview of SPARK's areas of focus, which includes workforce development.
- Workforce Development Proposals
 - 60 total.
 - Most proposals related to premium payouts.
 - Hospitals received \$50 million for retention bonuses.
 - Focus is now on the workforce pipeline since premium pay is not sustainable.

Connor Stangler

Gave an overview of three bills mentioned in previous meetings.

House Bill 2524: Requiring regulation of supplemental nursing services agencies and creating the supplemental nursing services agency regulation fund.

- Bill has been stricken from the calendar and declared dead. http://kslegislature.org/li/b2021_22/measures/hb2524/

Senate Bill 467: Increasing the minimum wage at a stair-step rate until 2026; enacting the making work pay act.

- Bill is most likely dead in the senate. http://kslegislature.org/li/b2021_22/measures/sb467/

Senate Sub for House Bill 2279: Relating to advanced practice registered nurses (APRNs) licensure, authorizing the prescribing of drugs without a supervising physician.

- Bill was signed by the governor on April 15 and is now law. http://www.kslegislature.org/li/b2021_22/measures/hb2279/

Overview of Discussion:

- Working group members clarified the legislative process for reintroducing 2022 dead bills at the next legislative session. Bills can be reintroduced with the same language if they did not make it through the 2021-2022 session. Another member noted that House Bill 2524 did not pass due to the wage cap on supplemental nurse wages.

Agenda item: SWOT Matrix via Google Jamboard - *Theme: Licensing and Funding*

No.	Preliminary Recommendation
1.	Create a state-wide program to go into high school settings to discuss funding opportunities and career advancements in the healthcare industry
2.	Add continuing education availability for direct care staff on understanding dementia and its helpful care components
3.	establish staffing standards resident/staff ratios
4.	Research funding methodology needed to be able to support minimum staffing requirements and establish staffing standards resident/staff ratios.
5.	Large scale: Coordinate with KDOL unemployment to connect the unemployed with healthcare providers in the local area to train and certify. (Help the unemployed get certified and obtain skills to work in the healthcare industry)
6.	Establish a five-year plan of state funding for direct career-path training of potential allied health professionals including CNAs, CMAs, Rehabilitation aides, Home Care Aides, LPNs, in cooperation with facilities and agencies providing the direct care services, with renewal options of funding after the first five years of the plan.
7.	Look at minimum staffing standards in KS because we have residents living and staff working in unsafe environment. <i>Rationale: This is going to come federally but Kansas needs to be leaders.</i>
8.	Create a pilot with WSU to implement an unpaid/paid hospitality aid position for those seeking a CNA certification to have individuals in homes do the things to promote dignity and respect.

Agenda item: Administrative Updates, and Adjourn

Discussion:

Next Steps

- **Next Meeting:** May 5, 2022
- **Next Topic:** Characterize Recommendations
- **Tentative Task Force Meeting Date:** May 26, 2022

Data Request

- Kansas Department of Labor share data that acknowledges pandemic-related spike in unemployment filing for the senior care industry.