

**Senior Care Task Force
Workforce Subgroup Recommendation List**

C. Career Ladder
W. Expanding Workforce and Alternatives
L. Licensing and Funding

Career Ladder

L1.1 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.

Lead or Key Collaborator(s)

- C3.1 Collaborate with Wichita State University to create a universal career ladder program for the state of Kansas. Seek funding from Managed Care Organization's (MCOs) and state for program.
- W6.1 Include regulatory agencies in staffing conversations, especially with those staff who practice under a license that must be protected to protect the public.
- W6.2 Use inter-agency contacts of the state to identify possible available workers and placement options.
- W6.3 Partner with Kansas Works Job Fairs, and promotions for direct and non-direct care worker job placements.

Part of plan

- C2.3 Establish or utilize existing program to assist with childcare for direct care workers.
- C4.3 Create a public service marketing campaign highlighting the career potential for CNAs, and the admirable impact direct care workers and nurses have on communities and those they serve.

Implementation of the program

- W1.1 Have high schools, community colleges, and vocational technical schools develop a volunteer training program by increasing quality of life through non-nurse and nurse aid staff to relieve hours of registers nurse time that could be devoted more to care issues.

Marketing of Resources Available for Career Advancement:

- W6.5 Launch a campaign to promote the healthcare industry and the nobility of the field.
- Incentives for employees, such as receiving respite services or a discount on day care services for their own family members. (WGB)
- C4.4 Invest in promotion of nursing leadership education tracks. Nursing leadership can be instrumental in the direct care workforce in addressing threats.
- C4.5 Provide education and marketing for the difference between Certified Nurse Aides (CNAs), Licensed Practical Nurses (LPNs), and Registered Nurses (RNs) for understanding their roles and what they provide to patient care.

Career Ladder

W1.1 Create a statewide standardized volunteer program for aging services.

- a. Implement a statewide school-aged reading program for seniors. Grades 3-4 would visit nursing homes once a week and residents volunteer to listen to them read. (W1.2)
(Rationale: Goal is to build relationships and youth become comfortable and attached to continuing to work or volunteer in long-term care settings.)
 - b. Get younger individuals like 4H or boy scouts' high school and college-age into this field for jobs and volunteer positions. (WGB)
 - c. Create a state-wide program to go into high school settings to discuss funding opportunities and career advancements in the healthcare industry. (L1.2)
 - d. Provide non-degree-seeking course offerings at high schools or community colleges to educate and prepare people for caregiving. (WGB)
 - e. Establish and nurture partnerships with universities to encourage and support more opportunities for internships and engagement with geriatric and aging specialized service providers. (WGB)
 - f. Provide funding to universities and community colleges to increase the programming and interest of students in professions that work with older adults, individuals with dementia and geriatric mental health issues. (WGB)
 - g. Increase community college and technical school funding for coursework directly related to geriatric health support services. (WGB)
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Expanding Workforce & Alternatives

W2.1 The State of Kansas should strongly consider joining Advancing States initiative to better coordinate services across multiple agencies for seniors.

L1.5 Large scale: Coordinate with KDOL unemployment to connect the unemployed with healthcare providers in the local area to train and certify.

Rationale: Help the unemployed get certified and obtain skills to work in the healthcare industry.

C2.4 The State of Kansas will establish funding to support community childcare centers for healthcare workers with broad hours of operation rather than traditional 8am-5pm (L&F)

W6.4 Use grants to encourage on-site day care and programs where one kitchen can serve both children and seniors.

Rationale: Food safety standards are the same for both populations. KDADS surveys LTC facilities and KDHE surveys childcare facilities.

W2.2 Create caregiver and workforce tax credit [for those taking care of loved one/or nurses] to help with workforce shortages. (WGB)

Rationale: For self-directed care; incentivize people providing own care.

Licensing

C4.1 Modify legislation to establish adequate pay for faculty to teach Certified Nurse Aide (CNA) course, and to allow more outlets to teach CNA course. Facilitate clinical hours to increase CNA 90-hr classes and opportunities.

Consideration: For facilities with deficiencies, consider establishing a process for correction by allowing the facility to host CNA course/clinical instruction. (rationale: clinical host expansion of locations and resources.)

Funding

WGB, SCA: Put a provision in the SCA funding formula to increase the funding at regular intervals, but also get a larger initial appropriation to ensure a stable workforce and no waiting lists.

Rationale from WGB: Collaborate with MCOs, who will develop incentives or program to attract providers to provide senior services to areas with shortages.

WGB, Provision of Care: Share staffing resources, specifically those that are difficult to recruit for/retain, where appropriate.

W1.3 The State of Kansas shall research funding methodology needed to be able to support minimum staffing requirements and establish minimum staffing ratio standards to increase reimbursement rates to nursing facilities to utilize as a wage passthrough. (L1.4)

- a. Provide appropriations to increase rates paid for day services to establish a reliable professional workforce (WGB)
- b. Retention bonuses or pay-outs for workforce employees who stay on the job. (WGB)
- c. Research funding methodology needed to be able to support minimum staffing requirements and establish staffing standards resident/staff ratios. (L1.4)
- d. Define the percentages of dollars to be spent on budget items in each category of senior services.(3.1)
- e. Data tracking in long-term care. (3.2)
- f. Promote the identifiers of Urban, Rural, and Frontier demographics to the public. (3.3)

Research Study

W3.4 Research how to eliminate barriers for entering the health care field and obstacles once in the field.

- W3.5 Evaluate numbers of direct care workers who wish to provide home care as CNAs.
- W3.6 Require or encourage exit interviews for staff that left their places of employment to develop action items that can come from this shared information.
- C3.3 Provide mental health support for those working in healthcare [by researching needs and mental health related obstacles for remaining in the field via focus group questions.
- C3.4 [Have research study assess if] there is an allowance for open communication support between employers and employees in all decision-making processes.
- C3.2 Collaborate with nurse association's members who provide a variety of backgrounds and experience that can contribute to healthcare trends and solutions.
- C3.5 Facilitate communication with nurses throughout the state who practice in a variety of areas for insight normally not heard by other associations.
- C3.6 Utilize Kansas State Nursing Association (KSNA) for engagement with student nurses' association at the state and national level.