

Addressing the LTC Workforce Challenges



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Workforce Board



Creating an environment of collaboration





The approach

- Driven by research efforts of partners and independent scientists.
- 2024 report (end of the year) will focus on new research and solutions to the workforce needs
- Based upon stakeholder contributions
 - Healthcare, state agencies, businesses, educators, LTC providers, labor, and direct care staff
 - Each stakeholder contributes equally
- Recommendations are developed through a series of sub-committee meetings with input from all stakeholders



LTC Ecosystem

1. HCA licensing. This has been an area of significant concern to agencies, providers, and care givers due to delays in license activation, fees and responses from DOH to inquiries. A preliminary report by DOH has expanded upon these concerns and is looking at solutions to these challenges.
2. Marketing. The Workforce Board has been tasked with recruiting a marketing firm to conduct a campaign aimed at recruiting nurses in the LTC sector and in rural communities. This group will be surveyed for recommendations to share with the marketing firm. There could potentially be some policy recommendations that come out of the marketing research.



HR and Worker Support

1. Leadership and its role in recruitment and retention.
2. Culture change, its role in recruitment and retention and methods to effect culture change at the facility level.
3. Continuing education availability and relevance at the leadership level.
4. Establishing career pathways within a caregiver group. i.e. nursing assistants-certified (NACs) who have no interest in moving out of their role. Could career tracks with specific skillsets be established to offer greater compensation, worker engagement and responsibilities?
5. Recruiting beyond nursing with a focus on support staff.



Education and Career Pathways

1. Health care aide (HCA) training, testing and potential solutions to the testing backlog.
2. Career advancement and “bridging the gap.”
3. Career progress and established pathways in place to provide an advancement strategy for workers.
4. A partnership between the college systems and caregiver pathways.
5. Challenges in recruitment, retention, and career progression in assisted living facilities (ALFs)



Rural and Underserved Communities (**NEW!**)

1. The lack of training options. There is a great deal of interest in the Licensed Practical Nurse (LPN) Apprenticeship, but this is still in the pilot phase of the project. High school to workforce and retention of trained workers within their home community is a key factor for these communities.
2. Collaborative approaches to problem solving. This is one area where research can prove critical to identifying available resources and mapping out their availability.
3. Competition for entry level staff. How can a community work together to share their limited workforce between healthcare venues?
4. The role of Artificial Intelligence (AI) in long-term care (LTC). This is a technology in its infancy but could prove to be a critical resource going into the future. AI could be used to support administrative roles, patient assessments or monitoring. It could free caregivers from time-consuming administrative responsibilities, allowing more time for direct patient care.
5. Refugee and immigrant populations could prove to be an untapped resource in healthcare if a way to license foreign-trained providers could be developed. A key challenge in fully utilizing this potential resource is language barriers.



Subcommittee Meeting Schedules

- Leadership Committee; meets quarterly to review subcommittee progress and offer guidance to the initiative
- HR & Worker Support; Chaired by Melissa Grimm and Alyssa Odegaard
Meets 2nd Tuesday from 11 to 12:30
- LTC Ecosystem; Chaired by Donald Smith (interim chair)
Meets 2nd Wednesday from 10 to 11:30
- Rural & Underserved Communities; Chaired by Sarah Huling
Meets 4th Tuesday from 1 to 2:30
- Education & Career Pathways; Chaired by Cori Morris
Meets 3rd Wednesday from 10 to 11:30

Thank You!

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