



# Grow Your Own Workforce

*Addressing the Crisis of STNA Shortages*



## Speakers

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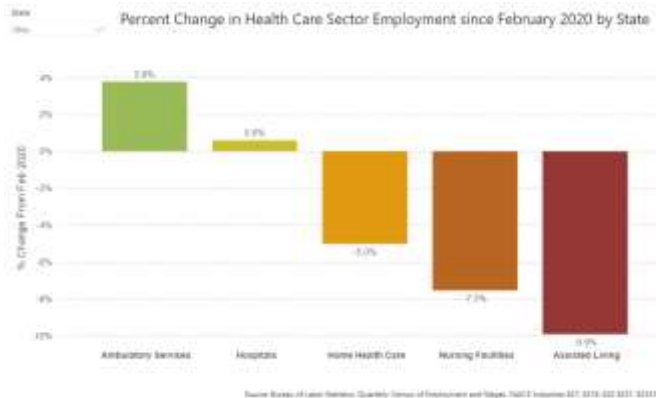
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# Ohio Workforce Metrics

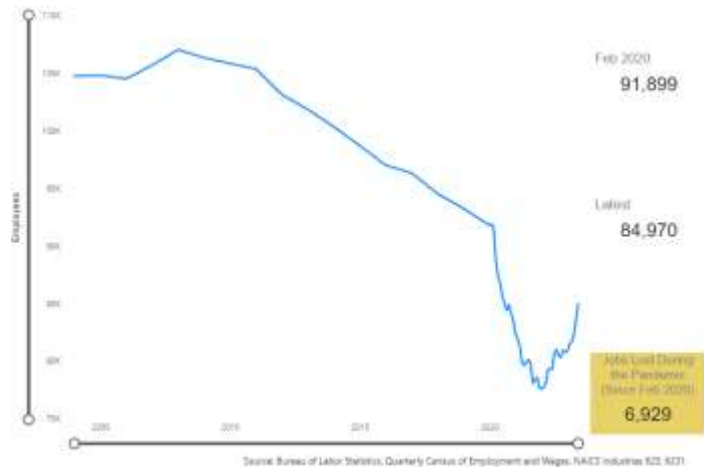
- According to the Bureau of Labor Statistics, for a period from February 2020 to June 2023:



# Ohio Workforce Metrics

Nursing facility operators are still down 7.5% of their workforce as of June 2023

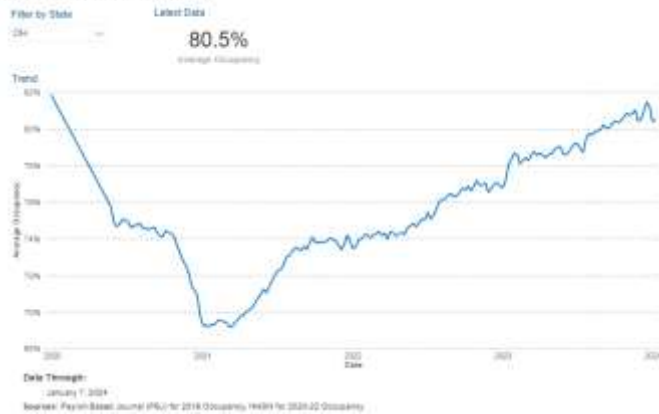
A total of 40% of our total workforce in Ohio is Nursing Assistants



# Ohio Workforce Metrics

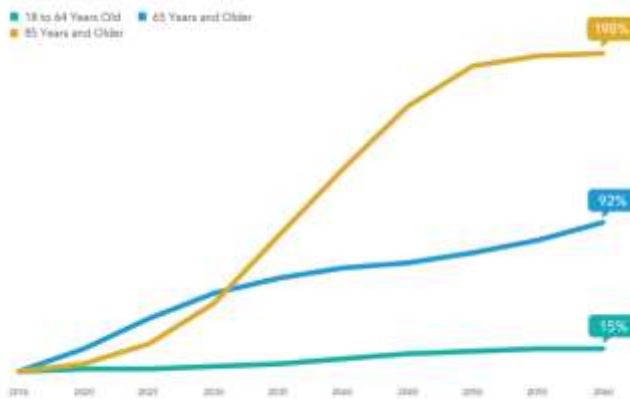
At the same time our occupancy has nearly returned to pre-pandemic levels

## Nursing Home Occupancy



# Silver Tsunami

PROJECTED POPULATION GROWTH BY AGE GROUP, 2016 TO 2060



According to the US Census bureau, the over 85 population will increase by 75% by 2035

Chart Source: U.S. Census Bureau, 2017-2021 National Population Projections Overview, Projected Population by Single Year of Age, Sex, Race, and Hispanic Origin for the United States: 2016 to 2060 <https://www.census.gov/data/tables/2017/national-projections/2017-natpop-proj.html>, analyzed by PFI July 2023.

# Ohio Workforce Metrics

Wages in Ohio for Nursing Assistants have increased nearly 33% as of 2022

Agency usage has increased by over 500% on a cost basis

Average health deficiencies have increased by 10.9% nationally since January 2020. In Ohio, that increase is 30.7%.

Source: CMS Payroll-based journal data and Ohio Medicaid Cost Report Data

## CMS Proposed Minimum Staffing Rule

### By Requirement

Requirement	Meet Req?	Nursing Homes Meeting Requirements			Additional FTEs Needed
		No	Yes	Total	
<b>2.45 Nurse Aide</b> <i>Hours per Resident Day (HPRD)</i> <input type="checkbox"/> Select all <input type="checkbox"/> No <input type="checkbox"/> Yes	Meet 2.45 NA HPRD?				<b>6,333.8</b> Nurse Aides Needed
	Meet Req?	No	Yes	Total	
	Rural	88.5%	11.5%	100.0%	
	Urban	87.8%	12.2%	100.0%	
	<b>Total</b>	<b>87.9%</b>	<b>12.1%</b>	<b>100.0%</b>	
<b>0.55 Registered Nurse (RN)</b> <i>HPRD</i> <input type="checkbox"/> Select all <input type="checkbox"/> No <input type="checkbox"/> Yes	Meet 0.55 RN HPRD?				<b>956.6</b> RNs Needed
	Meet Req?	No	Yes	Total	
	Rural	42.9%	57.1%	100.0%	
	Urban	51.6%	48.4%	100.0%	
	<b>Total</b>	<b>50.1%</b>	<b>49.9%</b>	<b>100.0%</b>	
<b>RN on Site 24 hours / 7 days a week</b> <input type="checkbox"/> Select all <input type="checkbox"/> No <input type="checkbox"/> Yes	Meet RN 24/7?				<b>473.7</b> RNs Needed
	Meet Req?	No	Yes	Total	
	Rural	94.9%	5.1%	100.0%	
	Urban	90.8%	9.2%	100.0%	
	<b>Total</b>	<b>91.5%</b>	<b>8.5%</b>	<b>100.0%</b>	

Source: 2023-Q1 CMS Payroll Based Journal (PBJ), Aug 2023 CMS Care Compare Note: RN includes RN Admin and Rn



## Ohio Direct Care Workforce Economic Index

- For Direct Care Workers (including Nursing Assistants) in Ohio, according to the Paraprofessional Health Institute:
  - 48% qualify as a low-income household
  - 32% lack affordable housing
  - 11% are uninsured




## Ohio Virtual Nurse Aide Training Options

- Through OHCA Advocacy, Ohio added ability to offer classroom portion of STNA training virtually
- Accredited programs can offer without reapplying
- Programs seeking accreditation may consider CNAOnline




## Virtual Training: Addressing Barriers

- Few qualified STNAs in the labor market applying
  - Agency continues to drain profitability and quality
  - Opportunity cost of closed wings – loss of revenue
  - Socio/Economic challenges
    - Transport
    - Time/Scheduling
    - Child care
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## Developing the Program

- Executive & clinical leadership buy in
  - Identify NATCEP instructor and HR lead
  - More than a Demo with CNA online (schedules, labs, clinicals)
  - ODH Approvals for the site and class schedules
  - Align recruitment with launch dates
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## Operational Integration

- Identification of internal applicants (i.e., Housekeeping, RAs)
  - STNA Preceptors/Cultural Shift
  - Nurse mindset change of responsibility "Nurse Delegation"
  - Incremental skills from a competency evaluation
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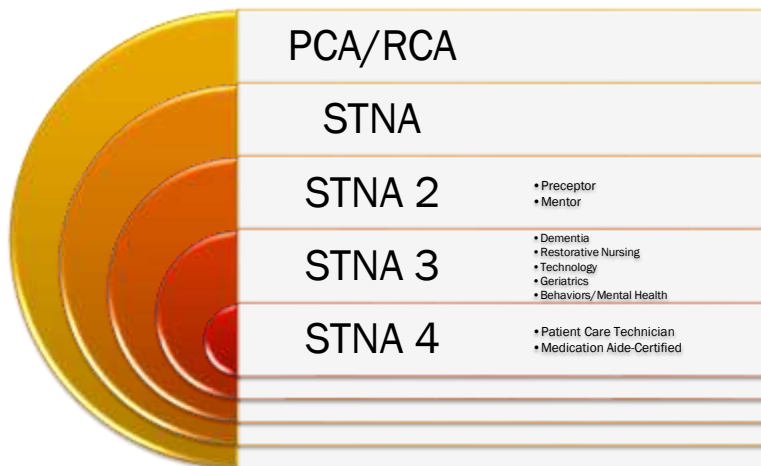
## Impacts

- Moral boost amongst staff
  - Reduction of agency hours
  - Increased patient satisfaction
  - Improved quality
  - Increase of applicants
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## Refining for Retention

- Proper understanding/expectations, i.e., RA to STNA
- Cultural mindset shift amongst nursing assistants
- Orientation to the first 14 days
- Agency is still poaching
- Identifying/addressing red flags sooner

## STNA Upskilling Model





Questions?

