

**Nursing Home Workforce Stabilization Council
Meeting Minutes**

Date Thursday, August 24, 2023, 1:00 P.M. – 4:00 P.M.

Location Virtual via Zoom

Council Attendance

Name	Representing	Attendance
Alison Hirschel	Residents	Present <i>Arrived at 1:20 pm</i>
Dian Palmer	Workforce	Present <i>Arrived at 1:20 pm</i>
Mark Berger	Employers	Present
Nancy M. Hebert	Workforce	Present <i>Arrived at 1:12 pm</i>
Erica Holman	Employers	Not Present
Jannice L. Lamm	Employers	Not Present
Mary McClendon	Workforce	Not Present
Michael Munter	Employers	Not Present
Martha M. Nichols	Workforce	Present
Robert L. Norcross	Employers	Present
Jennifer Root	Workforce	Present
Terence Thomas	Residents	Not Present
Yvonne M. White	Advocates	Not Present
Salli Pung	Residents	Present

Michigan Department of Health and Human Services (MDHHS) Staff:

Meghan Groen, Nicole Hudson, Marcus Connolly, Kenny Wirth, Tiffani Stanton, Neila Sanders, Jennifer Cornell

Labor and Economic Opportunity (LEO) Staff:

None

Guests:

None

Minutes: The Nursing Home Workforce Stabilization Council meeting was held virtually on August 24, 2023, with eight (8) council members in attendance.
Quorum was fulfilled.

1. Council Business

Presented by Meghan Groen and Kenny Wirth

- A. Meeting called to order at 1:08 P.M.
- B. Welcome and Introductions
- C. Virtual Meeting Housekeeping

2. MDHHS Updates

None

3. DCW Advisory Committee Updates

Presented by Lauren Swanson-Aprill

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- MDHHS workforce steering committee hired health management studies to produce a study on the behavioral health of direct care workers.
- Created a draft with the study from the workforce steering committee along with DCW recommendations. A copy will be distributed once complete.
 - 5 Key recommendations: leadership, wages and benefits, professionalization, culture change, and research data collection.
- IMPART Alliance is contracted with the corporation for skilled workforce to develop a DCW Competency credentialing process.
- DCW Advisory Committee Education/Communications Workgroup finalized the survey and will be distributed. Once data is compiled it will be shared.

4. NHWFSC Subgroup Updates/ Discussion

Facilitated by Kenny Wirth, Mark Berger, Sali Pung, Alison Hirschel

- A. Quality, Retention, Professional Development, Mentoring, and Nurse Aide Training Programs along with wages, benefits and staffing
 - i. Budget implications
 - ii. New reimbursement system
 - iii. Determine the need for a VCL
 - 1. How will it correlate with the demand to grow labor/costs
 - iv. Creating a plan and process for providers unable to meet staffing requirements
 - v. Reevaluating the 85% census requirements creating barriers with staffing ratios
 - vi. Create a DCW support center that could:
 - 1. Provide education for resources
 - 2. Assist with interviewing and supporting applicants new to long term care workforce
 - 3. Develop counseling resources and services to improve retention
 - 4. Provide information relating to job opportunities
 - 5. Convene resources from The State for DCW for common challenges (ex. Housing, childcare, transportation etc.)
 - 6. Offer peer to peer support to improve worker voice and respect
 - vii. Driving more people to healthcare
 - 1. Supporting/requiring paid time off
 - 2. Reciprocity for DCWs certified out of State of Michigan
 - 3. Create Med Aides to distribute medications as necessary to allow nurses to have more time to treat/asses patients
 - 4. Healthcare curriculum for high school students
 - a. Allowing 12th grades students to get credentialed
 - b. Manage timeline of High School training, testing and clinical experience
 - c. Offer dual enrollment with community colleges to allow students to obtain credits towards high school diploma simultaneously

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- d. Enable vocational programs within High Schools to become nurse aide training sites.
 - 5. Support HCAM C.N.A investment program
 - 6. State supported tuition benefits and loan forgiveness programs
 - 7. Create discounts
 - a. Similar to military discounts for DCWs
 - b. Credit/vouchers for common challenges like childcare and transportation
 - viii. Creating competitive wages & benefits
 - 1. An appropriate living wages
 - 2. Maximize healthcare and other benefits for DCWs
 - ix. Payment and acknowledgement for retention and support
 - 1. Support for homes to develop programs to improve mentoring, onboarding and support
 - 2. Rewards for providers who improve retention
 - 3. Creative strategies to reward experienced CNAs who recruit, onboard or mentor new staff
 - 4. Include the quality component of the new rate model recognition of providers who engage in best practices by utilizing residents in hiring/orientation process.
 - a. Consider input from the residents directly for their needs
 - x. Reduce excessive cost and reliance on agency staff by considering caps on rates that agencies are allowed to charge
- B. Displayed document for workforce retention & recruitment from Erica Weiss Holman and Jannice Lamm (Both unable to attend meeting)

5. Public Comment

Facilitated by Kenny Wirth

Lauren Swanson – Indicated the DCW report should be available within a few weeks and will provide it to the workgroup to use in their report for additional support.

6. Adjourn

- Meeting adjourned at 1:56 P.M.

Next meeting scheduled for September 21, 2023, at 1:00 P.M. Virtual meeting.