**OHIO HEALTH CARE ASSOCIATION WORKFORCE COMMITTEE MEETING MINUTES**

**September 26, 2022, 1:00 p.m.**

**Zoom Meeting**

1. Chair John Goodman called the meeting to order.
2. Mr. Goodman reminded everyone about the OHCA Antitrust Compliance, Conflict of Interest, and Confidentiality Policies.
3. The minutes from the July 25, 2022 meeting were approved.
4. Public Policy Issues/Legislation
   1. **Supporting Our Senior Act**
      1. This would establish a national advisory commission on long-term care services for senior adults and others who need care and long-term support. This panel would assess and provide regular reports to Capitol Hill lawmakers on everything from service delivery to financing to workforce adequacy to increase older adults’ access to affordable long-term care services. The commission would include government and private-sector stakeholders along with family caregivers, home healthcare workforce representatives and long-term care service recipients.
   2. **Travel Nursing Agency Transparency Study Act**
      1. Requires the Government Accountability Office to conduct a study and report to Congress on the business practices and the effects of hiring agencies across the health care industry during the COVID-19 pandemic.
   3. **Building America’s Health Care Workforce – House bill 7744 (TNA Workforce Bill)**
      1. This bill provides a responsible grace period of 24 months to continue the TNA emergency waivers after the public health emergency ends. The bill currently has 22 cosponsors, and a Senate version of the bill is expected to be introduced this Fall.
   4. **Ensuring Senior Access to Quality Care Act – Senate bill 4381/House Bill 8805**
      1. Under current law, STNA training programs are automatically revoked for two years and cannot be initiated if a SNF is issues $11,995 or more in CMPs. This CMP amount could be imposed for a reason that did not reflect quality of care, harm to a resident, or an episode that reflets systemic problems. This bipartisan bill will specifically allow nursing facilities to resume their in-house education programs if:
         * 1. The facility has corrected the deficiency for which the CMP was assessed
           2. The deficiency for which the CMP was assessed did not result in an immediate risk to patient safety and is not the result of patient harm resulting from abuse or neglect
           3. The facility has not received a repeat deficiency related to direct patient harm in the preceding two-year period
           4. This bill will also give providers access to the National Practitioner Data Bank to conduct background checks
   5. **The Healthcare Workforce Resilience Act – Senate Bill 1024/House Bill 2255**
      1. 25 Senate cosponsors and 70 Representative cosponsors.
      2. This bill would recapture unused visas from previous fiscal years for doctors, nurses, and their families. This legislation allows the entry of nurses with approved immigrant visas and allows physicians with approved immigrant petitions to adjust their status, so that they can work in long term care facilities and have a durable immigration status. In addition, this bill also would require the U.S. Department of homeland Security and State Department to expedite the processing of recaptured visas for highly trained nurses.
5. Ongoing Ideas
   1. **Technology Solutions**
      1. Smart Sock system – Study was conducted the The Ohio State University Wexner Medical Center. Smart socks system consists of socks with built-in pressure sensors that detect when a patient is trying to stand, in combination with interrelated devices with sensors and a notification device worn by nurses. The study included 569 fall-risk patients with over 2200 patient days. The researchers identified 4,999 Smart Socks alarms, but no falls. Patients wearing Smart Socks had a lower fall rate compared with the historical rate – so zero falls vs four falls per 1000 patient days. PUP (Patient is up) system – by Palarum palarum.org
   2. **Public Service Loan Forgiveness (PSLF) program**
      1. AHCA recently sent a letter to the U.S. Department of Education noting that the DOE has the authority to include individuals working in nursing home in the Public Service Loan Forgiveness program. AHCA is proposing to amend the current law to allow employees of organization that provide non-governmental public service/public health and participate in the Medicare and/or Medicaid programs to be eligible for the PSLF program. The proposed definition of “qualifying employer” whose employees are eligible for the SDLF, excludes entities who are organized for – profit. AHCA pointed out that this decision excludes the employees of 71% of nursing homes nationally.
   3. **Nurse Aide Training updates**
   4. **Required In-service Training White Paper reminder**
      1. In folder – we are updating
   5. **TNA waivers** – ends October 7, 2022. Ohio is not applying for a waiver. Providers may apply for a waiver but will need documentation of how they attempted to get their TNA’s tested, etc…
   6. **DODD updates/Retention Bonus Payment proposal update**
   7. **PSA – Ohio Means Jobs website** – Debbie Jenkins showed the committee the PSA on YouTube and recommended that providers put their job openings on the Ohio Means Jobs website.
   8. **Other Ideas**
6. Other Items
   1. **Gen Z and Millennial Global Survey**
      1. Deloitte recently released their Gen Z and Millennial Global Survey involving 14, 808 Gen Zs and 8,412 millennials across 46 countries. The survey finds and Gen Zs and millennials are striving for balance and advocation for change. Gen Zs and millennials are deeply concerned about the state of the world and are actively trying to balance the challenges for their everyday lives with their desire to drive societal change. They are also struggling with financial anxiety, while trying to invest in environmentally sustainable choices.
   2. **National Governors Association (NGA) Center for Best Practices**
      1. The National Governors Association Center for Best Practices is working with States in a new learning collaborative on strategies to grow and retain the next generation of the healthcare workforce due to concerns around the workforce supply. The learning collaborative is “a six to nine month learning opportunity for states to assess their current operating environment, share successes and best practices, learn form national, statue, and local experts, exchange ideas with other statues, and develop and execute an action plan to achieve program and policy changes based on statue-identified goals. Ohio is participating this: Next Gen Healthcare Workforce Project. We will let you know more when we hear.
   3. **PHI annual report: Direct Care Workers in the United States: Key Facts**
      1. Copy in your folder. Is a new annual snapshot of the direct care workforce, including its demographics, occupational roles, job quality challenges, and projected job openings. The report includes detailed overviews of three segments: nursing assistants in nursing homes, home care workers, and residential care aides.

Some key stats from the report on nursing assistants can be found below:

* The nursing assistant workforce is expected to continue steadily decreasing in size. From 2020 to 2021, the year the COVID-19 pandemic emerged and devastated the nursing home sector in particular, the nursing assistant workforce lost 56,320 jobs-the largest single-year decline of nursing assistants in the past decade.
* From 2020 to 2030, the nursing assistant workforce will have 613,500 total job openings.
* Nine in 10 nursing assistants are women.
* While people of color make up 40 percent of the total U.S. labor force, they constitute 58 percent of all nursing assistants in nursing homes. Thirty-five percent of nursing assistants are Black or African American.
* Immigrants constitute 22 percent of the nursing assistant workforce, compared to 16 percent of the total U.S. labor force.
* More than one in three nursing assistants have at least one child under age 18 living at home, and 13 percent have one or more children under the age of five living at home.
* Just over half of nursing assistants have completed no formal education beyond high school.
* Among all nursing staff, nursing assistants spend the most time assisting residents, providing a median of two hours of direct care per resident per day. Because of their frequent interactions with residents, nursing assistants are well-positioned to observe changes in resident condition and report these changes to licensed nursing staff.
* More than three in five nursing homes relied on nursing assistants from staffing agencies to fill staffing vacancies in 2021

1. Adjournment

Next meeting: October 17, 2022, 1:00 p.m. (moved back one week due to AHCA/NCAL Annual Convention)