



Workforce Initiative Update/Deliverables

2019 Careers in Aging Services Week – March 4-9

This is the second year of our work and meets the pillar of improved image of our field. The goal is to highlight careers in aging services and expose students in high school and college to our members. We increased the celebration from 1 day to a week based upon feedback from members last year.

[A toolkit](#) has been developed to help members plan.

LeadingAge National picked up on our idea and is hosting it at the National Level. In addition, they have partnered with the American Healthcare Association, Argentum and the Gerontological Society of America to promote to their membership's as a pilot this year. It is the hope that this partnership will continue in future years and trickle down to states to promote the field as a whole and not just nonprofit organizations.

CNA Curriculum Revision

Work continues with this group and we anticipate that it will take several years to complete the entire process. The group has surveyed instructors, providers and recently certified CNAs to gain feedback on potential changes to the curriculum. As a result, they have instituted core concepts that should be present in most sections of the curriculum including communication, dementia care, ethical/legal considerations, cultural considerations, mental health, person-centered care, professionalism and resident safety. These core concepts will be identified through icons in the curriculum and are appropriately defined.

There are roughly 6 educational entities/instructors, 2 Health Occupations and Credentialing Employees and 5 providers working on the revision. The process has been slow, but the curriculum will be as timeless as possible and reference current best practices.

Wage and Salary Report for Nursing Homes

LeadingAge Kansas has taken Kansas Medicaid Cost Report Data from 2015, 2016 and 2017 and developed a wage report to help members trend wages across job categories. [It is located on the Workforce Website.](#) We will continue to publish these reports as more data becomes available in the out years.

Onboarding Toolkit

LeadingAge Kansas received an excellent toolkit from our sister organization in Minnesota to provide to members. The Toolkit is intended to provide members with tools and resources that will foster a culture of team member engagement—resulting in increased staff retention and improved workplace productivity. This toolkit is based on quality improvement and performance excellence principles. The tools and resources are organized around five core principles of team member engagement. These principles include:

1. Welcoming a Team Member to the Organization
2. Introduction to the Organization's Culture
3. Leveraging an Organization's Mission, Vision, and Values

4. Career Pathways and Role Specific Challenges
5. Teamwork and Building Relationships in the Workplace

For each of the core principles, materials provided include the following sections:

- Facilitator Guide
- Readiness Assessment
- Training Documents & Supporting Tools

Workforce Conference

LeadingAge Kansas will host a conference solely focused on workforce and leadership July 11th and 12th in Newton, KS. The conference will focus on many of the issues that were identified in our recent statewide employee survey as well as issues that have been elevated due to new governmental regulations. There will be a large alumnus meeting of the graduates of our Center for Leadership program. We are currently securing speakers and will begin marketing the conference at our Spring Conference and Expo in May.

Foundation Scholarship Program

The LeadingAge Kansas Foundation [awarded 12 scholarships in October at our Fall Conference](#). You can click on the link to learn more about the winners and what they are using their scholarships for.

The Foundation also launched its first ever #GivingTuesday fundraising effort to support the scholarship program. Their goal was to raise \$5,000 and they ended up raising nearly \$7,000.

A video is planned to help market the scholarship program in future years. The video will highlight how the winners have used their scholarships and why they work in the field. We hope it can be used as another tool to raise the image of the field and highlight careers in aging services.

Center for Leadership

The Leadership Program is in its 9th year and has over 120 graduates of the program. [16 individuals were accepted into the 2019 Class](#). The program continues to be flexible/fluid to incorporate new thinking on leadership principles and prepare participants to be future leaders of the field and the association.

Information Sharing

LeadingAge Kansas continues to keep members up to date on information, data and the latest tools regarding workforce through our weekly [Aging Update Newsletter](#).

TeamSTEPPS Grant from KDADS

The LeadingAge Kansas Foundation recently received a grant from the Kansas Department on Aging and Disability Services' CMP Grant program to train Kansas Nursing Homes on the evidence-based TeamSTEPPS program. It is designed as a teamwork and communications tool to improve resident safety. It will be helpful for retention in participating homes. The safety focus will be on reducing antipsychotic medication usage in Kansas Nursing Homes. We are partnering with Washburn University School of Nursing.