

ALZHEIMER'S AND DEMENTIA WORKFORCE ASSESSMENT TASK FORCE

Minutes of the 4th Meeting of the 2019 Interim

October 3, 2019

Call to Order and Roll Call

The 4th meeting of the Alzheimer's and Dementia Workforce Assessment Task Force was held on Thursday, October 3, 2019, at 1:00 PM, in Room 131 of the Capitol Annex. Representative Deanna Frazier, Chair, called the meeting to order, and the secretary called the roll.

Present were:

Members: Senator Robby Mills, Co-Chair; Representative Deanna Frazier, Co-Chair; Senator Reginald Thomas; Representatives Danny Bentley and Lisa Willner; Steven Davis, Buddy Hoskinson, Mackenzie Longoria, Devon McFadden, Andrea Renfrow, Mary Romelfanger, Philip Travis, Kelly Upchurch, and Denise Wells.

Guests: Dr. David McFaddin, Senior Vice President for Operations, Colleen M. Schneck, ScD, OTR/L, FAOTA, Associate Dean, College of Health Sciences, Professor, Department of Occupational Science and Occupational Therapy, Stephanie W. Adams, MSW CSW, Social Work Program Director, Department of Anthropology, Sociology and Social Work, Eastern Kentucky University; Jay Box, Ed.D., President, Kim Williams, System Director for Allied Health and Nursing Programs, Brian Perry, Legislative Liaison, Kentucky Community and Technical College System; Gregory A. Jicha, M.D., Ph.D., Professor of Neurology, Robert T. & Nyles Y. McCowan Endowed Chair in Alzheimer's Research, Alzheimer's Disease Center, College of Medicine, Keith Knapp, Ph.D., CNHA, CNA, Associate Professor, Department of Health Management & Policy, College of Public Health, University of Kentucky; Josh Williams, Talent Pipeline System Leader; and Bari Lewis, Director of Community Outreach, Alzheimer's Association.

LRC Staff: Dana L. Simmons, Lead Staff, and Becky Lancaster.

Approval of the Minutes

A motion to approve the minutes of the September 5, 2019 meeting was made by Mary Romelfanger, seconded by Andrea Renfrow, and approved by voice vote.

**Innovative solutions to recruit and retain professionals involved in providing care and treatment to individuals with Alzheimer's and dementia.
Eastern Kentucky University**

Dr. David McFaddin, Senior Vice President for Operations, Eastern Kentucky University (EKU), stated that nearly 90 percent of EKU undergraduate students are Kentucky residents. After graduation 75 percent of EKU degree holders are employed in Kentucky. Colleen M. Schneck, ScD, OTR/L, FAOTA, Associate Dean, College of Health Sciences, Professor, Department of Occupational Science and Occupational Therapy, Eastern Kentucky University, stated that in the fall of 2018, the College of Health Sciences had 2,469 students enrolled in health majors. There were approximately 1,012 graduates from the College of Health Sciences that included 713 with a health major that may potentially work with the aging population in Kentucky. Three years after graduation 75 percent of graduates are employed in Kentucky with an average salary of \$51,130. EKU students have the ability to take service learning courses that relate to persons diagnosed with Alzheimer's or dementia in programs such as The Place To Be. The Place To Be is a half-day program offered by the Department of Occupational Science and Occupational Therapy at EKU, that provides socialization and specifically targeted therapeutic activities for persons diagnosed with Alzheimer's or dementia.

Stephanie W. Adams, MSW, CSW, Social Work Program Director, Department of Anthropology, Sociology and Social Work, Eastern Kentucky University, stated that the EKU social work program has 420 students at the Richmond location and online pursuing a Bachelor of Social Work (BSW) degree. Approximately 80 percent of EKU graduates are employed and/or accepted into a Masters of Social Work (MSW) program within three months of graduation. A significant number of graduates remain in the region and work in fields including healthcare, aging, and disability services. All BSW students must complete two practicums or internships before graduating. These programs give students an opportunity to work in a field of interest with a safety net. EKU is working with the Department for Aging and Independent Living (DAIL) on a workforce development project. The project will place social work practicum students in a DAIL provider agency and allow students to receive a stipend of up to \$8,500 for practicum hours. EKU offers gerontology certificates at the undergraduate and graduate level.

Dr. McFaddin stated that EKU has been working with the Cabinet for Health and Family Services (CHFS) and the Kentucky Housing Cooperation (KHC) to provide a transitional type of care for individuals who are still ambulatory, have quality of life, and do not require a nursing home or medical facility. EKU is proposing an assisted living facility to be located on the South campus with approximately 120 beds. The facility would be a living laboratory space for EKU students specializing in various fields. EKU is moving forward on the request for proposal (RFP) process and have a developer and operator selected. A barrier for the project is the necessity to have a 1915(c) Home and Community Based Services (HCBS) waiver. The waiver would allow Medicaid funds to pay for the room and board for the individual. EKU believes this project would be a great opportunity for cost-savings for Kentucky.

In response to questions and comments from Senator Mills, Ms. Adams stated that she does not know the size of the class for the gerontology certificate. There is support for the certificate program online but because the graduate program is new the number of students is not known. She stated that many students are maximized at their position with an Associate degree. Students return to EKU to acquire a BSW degree to allow for job promotion. Employers want to keep employees but some regulations are requiring employees to have a Bachelor degree. Dr. McFaddin stated that the assisted living project would be a low income product. Residents would have to meet the threshold for low income to bring in the KHC funding. There are many counties including and surrounding Madison County that are distressed communities that could benefit from the program.

In response to questions and comments from Representative Wilner, Ms. Adams stated that the Psychology Department is involved in the new assisted living project. All five certificate programs related to the social work program are involved in units across the whole school. Dr. McFaddin stated that the new assisted living project created significant interest among other programs on the EKU campus.

In response to questions and comments from Philip Travis, Ms. Schneck stated that EKU is producing 400 to 500 registered nurses (RNs) and nurse practitioners per year. Those graduates are covering a broad spectrum of jobs.

Kentucky Community and Technical College System

Jay Box, Ed.D., President, Kentucky Community and Technical College System (KCTCS), stated that KCTCS is a system of 16 colleges with over 70 locations across the Commonwealth. KCTCS colleges provide education towards supporting the healthcare needs of Alzheimer's and dementia patients. KCTCS offers 28 healthcare programs ranging from nurse aide to emergency medical technician (EMT). In the 2018-2019 school year, KCTCS graduated 3,112 nursing assistants, 270 licensed practical nurses (LPNs), and 17 recovery coaches. The programs that are directly related to Alzheimer's and Dementia care are psychiatric mental health technician, aging services, direct support work, and client service coordinator. The total number of graduates from the KCTCS healthcare sector in the 2018-2019 school year was 6,130. The Medicaid nurse aide certifications may be earned as a high school senior, at a college level, or through a nursing home. KCTCS nursing graduates can take the national certification exam and go to work as a RN in two years. Approximately 17,355 graduates of KCTCS were employed in healthcare and the social assistance industry sector.

Dr. Box stated that the KCTCS Allied Healthcare program coordinators, along with college recruiters, spend time in high schools and with social organizations recruiting students into the field through educational opportunities. Work Ready Kentucky Scholarships were awarded to 623 students towards tuition leading to credentials in Healthcare in the 2018-2019 school year. KCTCS and the Kentucky Department of Education have developed dual credit pathway models for EMS paramedic, medical

assisting, medical information technology, nursing, and pharmacy technology programs. KCTCS offers testing for students to qualify for prior learning credits. KCTCS staff is working to increase and expedite the attainment of state occupational licenses by veterans. KCTCS offers online and accelerated programs to get individuals into the healthcare talent pipeline. Some KCTCS locations offer an accelerated Emergency Medical Services Technology (Paramedic) certificate that can be completed in 12 months. KCTCS is ahead of many states in how it meets healthcare talent pipeline needs.

In response to questions and comments from Senator Mills, Dr. Box stated that Kentucky Educational Excellence Scholarship (KEES) money cannot be used for dual credit hours. The dual credit scholarship pays for two classes per semester. The Work Ready Kentucky scholarships allows for additional course work. Students can partner KEES and the Work Ready Kentucky scholarships together for additional course work. To achieve an Associates degree while in high school, a student may have to pay some tuition themselves. Students could earn a one year certificate while in high school.

In response to questions and comments from Philip Travis, Dr. Box stated that the need for LPNs is driven by availability for employment. KCTCS never eliminates a program but suspends the program. A suspended program can be reopened if the need arises for the program. Kim Williams, System Director for Allied Health and Nursing Programs, Kentucky Community and Technical College System, stated that 13 of the 16 KCTCS colleges offer the practical nursing program at multiple campuses. She stated that is difficult to find nursing faculty but when the need arises there will be nurses to come forward to fill the vacant faculty roles. Dr. Box stated that the biggest challenge is satisfying faculty needs in the Associate degree nursing program because a higher degree is required to teach at that level.

In response to questions and comments from Mackenzie Longoria, Ms. Williams stated that in the programs relating to Alzheimer's and dementia care the students get a combination of specific and broad-based training. All of the disease processes that effect the aging population will be taught to students. Dr. Box stated that KCTCS just received the apprenticeship grant and is working on the program setup. Ms. Williams stated that there are three KCTCS colleges that are creating apprenticeships. KCTCS is working on a geriatric Medicaid nurse aide and a dementia specialist nurse aide apprenticeship.

In response to questions and comments from Mary Romelfanger, Ms. Williams stated that the Healthcare Facilities Leadership program is a two-year program that is geared towards creating administrators and unit managers for all types of facilities. KCTCS will speak to the Association of Healthcare Administrators about the derivation of the content for the Healthcare Facilities Leadership program. KCTCS would like to see this program be taught throughout the state.

In response to questions and comments from Steven Davis, Ms. Williams stated that all nurse aides become certified in the Medicaid program to complete the certification. KCTCS is working on how to track the number of Medicaid nurse aides employed in a nursing facility or a long-term care setting. She anticipates that the apprenticeships for long-term care facilities will give students better insight into the scope of work. The apprenticeships will allow KCTCS faculty better oversight of the students work experience. She did not know how many nurse aide students return or continue their education to become LPNs. All the students in the practical and registered nursing programs take the nurse aide course. KCTCS works with the Department for Medicaid Services to update and monitor the curriculum for the nurse aide training programs.

University of Kentucky

Gregory A. Jicha, M.D., Ph.D., Professor of Neurology, Robert T. & Nyles Y. McCowan Endowed Chair in Alzheimer's Research, Alzheimer's Disease Center, College of Medicine, University of Kentucky, stated that in 1972, funding was obtained for the construction of the current Sanders-Brown Research Building and a program in biomedical research was implemented within the University of Kentucky Chandler Medical Center. Keith Knapp, Ph.D., CNHA, CNA, Associate Professor, Department of Health Management & Policy, College of Public Health, University of Kentucky, stated that the nursing program is for acute inpatient care, not for community dwelling persons or daily life care issues. Dr. Jicha stated that the Sanders-Brown Center On Aging (SBCOA) includes the Alzheimer's Disease Center (ADC). The ADC provides graduate and undergraduate training in neurology, psychiatry, social work, and gerontology. The National Institutes of Health (NIH) training focuses on training researchers not clinicians. He stated that to address the Alzheimer's and dementia workforce issue Kentucky should bring in leaders from elsewhere to help create innovative solutions and develop programs targeting the existing workforce to reinforce skills used in caring for patients with all types of dementia.

Dr. Jicha stated that over 2000 people have taken the web-based course, Telemedicine based Assessment of Cognition in Kentucky (TACK). Forty-one percent of the program participants are nurses. The Kentucky Enduring Education Network for Collaborative Dementia Care (KEEN-CDC) had 400 trainees with oversight by the Office of the Inspector General. The University of Kentucky is working in four areas for innovative solutions: (1) development of a NIH-funded Pepper Center for Training in Aging and Dementia; (2) focus on recruitment and retention; (3) the hub and spoke training model; and (4) the Extension for Community Healthcare Outcomes (ECHO) project. The Pepper Center is designed to address the needs of the aging population. The Beeson Career Training Grants would bring in millions of dollars a year to Kentucky for training the workforce.

Dr. Knapp stated that recruitment in careers that support families who have a loved one with Alzheimer's or dementia is necessary. Transportation assistance is a key barrier

for people who want to access programs located at the University of Kentucky. Online programs is helping with access to programs. Kentucky could leverage online access in public libraries and schools that would not create a large capital investment by state government. The recruitment for workers in non-traditional audiences such as Veterans is important to grow the healthcare workforce. Kentucky should also consider recruiting family and informal caregivers such as clergy and neighbors to enter or assist the healthcare workforce. He stated that in order to retain staff there are incentives such as care “enterprise zones” that work towards student loan forgiveness, scholarships, and tax credits for employers and employees.

Dr. Jicha stated that the hub and spoke training model was based off of successful Indiana program where there was a central Alzheimer’s disease center or a hub that excelled in research and clinical care provision. The model is designed to allow training in disparate areas so that each local spoke would become a hub to reach more areas. The ECHO Model™ connects groups of community providers with specialists at centers of excellence in regular real-time collaborative sessions. Dr. Knapp stated that an action item is the Kentucky Alzheimer’s workforce development plan that will have a 2020 update. Another action item is to elevate and drive training expectations for the Pepper Center. Kentucky should also incentivize recruitment, retention, and distribution. He stated that every field of medicine is touched by the shadow of dementia and Kentucky needs a broad based policy to ensure the basics are understood and retrained in every provider in the state.

In response to questions and comments from Buddy Hoskinson, Dr. Jicha stated that the KCTCS is a great infrastructure to implement the hub and spoke model for training.

In response to questions and comments from Mackenzie Longoria, Dr. Jicha stated that there is a financial disincentive to becoming a gerontologist and that may change as there is talk nationally to move to a value-based care reimbursement system. The care of those involved in geriatrics and dementia is value-based but not reimbursed well in the system. Dr. Knapp stated that the reimbursement systems are produced as a hybrid from manufacturing where productivity means high volume not high touch.

In response to questions and comments from Mary Romelfanger, Dr. Jicha stated that in the field of dementia the doctors do know one another. He believes that Kentucky can have a Pepper Center built at the University of Kentucky alone or in conjunction with the Institute for Sustainable Health and Optimal Aging at the University of Louisville.

Kentucky Chamber Workforce Center

Josh Williams, Talent Pipeline System Leader, Kentucky Chamber Workforce Center, stated that the Kentucky Chamber Workforce Center’s role is to service a resource for all businesses across the state in all things education and workforce related. To address the workforce challenges that Kentucky is facing employers and industry have to drive the discussion. The Talent Pipeline Model (TPM) was developed by the United States

Chamber of Commerce Foundation. The secret to workforce development is in industry leadership. The supply chain model provides a framework for employers to come together to address shared workforce challenges. He described a six step strategy for employers to transfer the relationship with educational workforce partners to be performance driven. Employers and educators are coming together to co-engineer solutions while understanding what key performance indicators are necessary.

Mr. Williams stated that the talent pipeline is divided into four regions with each project manager creating and coordinating collaborative work within Kentucky's five key sectors including healthcare. There are approximately 20 collaboratives engaging nearly 160 employers in all five of our key sectors. He shared a graph that depicted how many nursing positions will be created due to new positions created, retirements, and voluntary or involuntary turnover over the next two years within each specialty. He stated that the critical care RN group would have a 93 percent voluntary or involuntary turnover rate. The operating room and procedural RN group would have a 31 percent retirement turnover rate and the skilled nursing and rehabilitation RN group would have a 52 percent new position demand rate. He stated that six of the eight surveyed schools did not graduate the maximum number of RN students from the school. The largest barriers for educators increasing program capacity are: (1) lack of qualified faculty and clinical instructors; (2) scarcity of clinical rotation sites; (3) increased number of students and costs; and (4) student retention.

Mr. Williams stated that the demand projection breakdowns are based on new, retirement, and voluntary positions. Over the next two years, there are 249 RNs projected to retire. The workforce is working to see if those RN retirees could become teaching faculty for nursing programs. The Kentucky Chamber Workforce Center has eight healthcare collaboratives that are up and running across Kentucky. In the Maysville area, 74 percent of the RNs are coming from the local community technical college. The Maysville Community and Technical College is producing an average of 41 RNs a year, which more than doubles the two-year demand. The Kentucky Chamber Workforce Center has found that the need is completely different; the community is not building capacity. The students are graduating and then leaving the area. The solution is to work to retain the graduates in the area and to develop a model so that the people in the entry level positions that are rooted in the community, can work to advance in those positions.

In response to questions and comments from Representative Bentley, Mr. Williams stated that the abundance of nurse practitioners does not mess up the statistics regarding RNs, but it does provide an interesting perspective as to why there are so many when the needs are in other areas.

Adjournment

There being no further business, the meeting was adjourned at 3:06 PM.