Re-Envisioning Elder Care Conference
GWEP of Florida State University & Nova Southeastern University

Alice Bonner, Chair
Isaac Longobardi, Director
September 8, 2023
Agenda

Welcome
Moving Forward Coalition Overview
Action Plan Deep Dives
  CNA Career Pathways
  Ownership Accountability & Transparency
  Resident Councils
Discussion
What’s one thing you would change to improve older adults’ experiences in nursing homes?
Here are just three ideas we’ve heard from residents:

- Residents thought care planning scheduling could be more inclusive.
- Residents suggested more active and person-centered roommate matching systems.
- Residents wanted a more formal system to advocate for one another – not just themselves.

Could the nursing home where you work take on one of these issues?
“The way the U.S. finances, delivers, and regulates care in nursing home settings is ineffective, inefficient, fragmented, and unsustainable.”

– National Academies of Sciences, Engineering, and Medicine (NASEM) Report
Who We Are

The Moving Forward Coalition is a group of individuals and organizations that have come together to drive specific, actionable improvements in nursing home quality, while building a sustainable network to continue this vital work.

In the first two years, our purpose is to develop, test, and promote action plans to improve nursing home resident quality of life.
Our Vision and Mission

Our vision is that every nursing home will be a community in which lives are nurtured, residents are empowered, and where people want to work.

Our mission is that we will make vital changes in policy and practice through the power of bringing diverse voices together now.
Our Journey

Phase 1: June-Sept 2022
- CONVENE

Phase 2: Sept-Nov 2022
- PRIORITIZE

Phase 3: Dec-June 2023
- CREATE ACTION PLANS

Phase 4: July 2023-June 2024
- ENGAGE NURSING HOME RESIDENTS, STAFF, ADVOCATES, THE PUBLIC

Develop a sustainable process for continued collaboration

Currently here

ENGAGE POLICYMAKERS, PROVIDERS, RESEARCHERS
Convened Diverse Working Committees

Total Committee Members

128
Prioritized NASEM Recommendations

- Equity
- Sustainability
- Feasibility
- Collaboration

Updated Priorities
February 1st, 2023

Committee #7 | Health Information Technology

The following document has been revised based on community feedback and ongoing committee discussion.

The document is broken down into two parts: an executive summary and the original, detailed committee submission. Since original committee submissions often contain technical references, we’ve provided the executive summary for broader understanding of the priority recommendation.

Executive Summary

Health Information Technology (HIT) may be a set of tools and processes (a system) to improve workflow and nursing home resident quality of life. We propose a short-term (two years) path resulting in some HIT adoption, and a long-term path (up to five years) to stimulate more extensive HIT adoption in all nursing homes. These two approaches will promote certified EHR adoption in nursing homes and more direct care worker time with residents.

Short-Term Priority
Use HIT to gather each resident’s goals, preferences, and priorities (GPP). Develop a description of GPP and then develop and test a process to collect data that relies on the individual resident and their caregivers, thereby reducing the total data collection burden on staff.
Developed Our Action Plans

- Emerging Research
- New Partnerships
- Committee Collaboration
- What Matters

**Action Plan Questions**
- What can the Coalition accomplish in 1-2 years?
- What do we need to do it?
- What are the steps along the way?
## Shared 9 Powerful Action Plans

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Our Supporting Organizations

40 organizations and counting have signed on as official supporting organizations of the Coalitions work. We are building and strengthening action-oriented partnerships with many more.
A Broad and Deep Approach to Policymaker Engagement

The Coalition has developed relationships with policymakers in state and federal agencies that we will deepen in year two.
3 Examples of Action Plans
Expanding CNA Career Pathways

**GOAL**

Work with key stakeholders to develop a standardized CNA career pathway model under the Registered Apprenticeship program framework, then pilot and evaluate in one state.
Different Types of Registered Apprenticeship Program (RAP) & Career Pathway Models

**Train to certification with Registered Apprenticeship**
- UnitedHealth Group (CMA)
- Center for Caregiver Advancement / SEIU (CNA)
- IMPART Alliance (HHA)
- AHCA/Equus

**Career Pathway for Existing CNAs No Apprenticeship**
- Indiana CNA-to-licensed nursing bridge program (partnership with state community college network)
- Quality Care Health Foundation/NAHCA California Pilot

**Career Pathway for Existing CNAs with Registered Apprenticeship**
- LeadingAge Minnesota
- AHCA/Equus
SEVEN COMPONENTS OF REGISTERED APPRENTICESHIP

- Industry-Led
- Paid Job
- Structured On-the-Job Learning/Mentorship
- Supplemental Education
- Diversity
- Quality & Safety
- Nationally-Recognized Credentials
THE NATIONAL REGISTERED APPRENTICESHIP SYSTEM: ACCESS OUR NETWORK OF CONSULTANTS AND RESOURCES

The National Registered Apprenticeship System engages a broad range of stakeholders and partners including employers, industry associations, labor, education providers, Apprenticeship Industry Intermediaries, State Apprenticeship Agencies, and other Registered Apprenticeship stakeholders, grantees, and sponsors. There are Registered Apprenticeship experts in every state who are available to assist organizations interested in developing Registered Apprenticeship programs.
EMPLOYERS HAVE REPORTED THE FOLLOWING INDIRECT BENEFITS FOR THEIR APPRENTICESHIP PROGRAMS:

- Improved company culture: 96%
- Improved pipeline of skilled workers: 91%
- Improved employee loyalty: 91%
- Improved co-worker productivity: 87%
- Reduced turnover: 81%
- Product or process innovation: 78%
- Future manager development: 76%
- More on-time delivery: 74%
- Reduced downtime: 68%
We’re Getting Started in Florida

We have begun conducting outreach:

• LeadingAge Florida
• Florida Health Care Association
• Dr. Christopher Cogle, Professor, University of Florida and Director, Florida Health Policy Leadership Academy; Florida Medicaid
• Florida American Medical Directors Association
• Alliant Health Solutions (QIN-QIO)
• State Office of Apprenticeships

We plan to reach out to additional Florida workforce organizations in the next few months
Conduct a regulatory scan of existing ownership oversight roles (documented in an organizational graphic), including the intersection of federal agencies, exemplar state agencies, and other governing bodies responsible for nursing home data transparency and accountability.

Design and test a blueprint for optimal nursing home ownership transparency that defines persons or entities exercising operational, financial, or managerial control over nursing homes by February 1, 2024. This blueprint will reflect new standards that make clear who owns each nursing home.
February: CMS released proposed rule to require nursing homes report related parties.

June: CMS released proposed rule to share ownership information on Care Compare.
Federal Action: Aspirations Going Forward

Intended Long-Term Federal Action

The Coalition hopes to see the following by July 2025:

- Nursing homes will provide ownership information (including links to other nursing homes nationwide in which owners have a stake) with supporting documents, beyond current self-reporting requirements. The Coalition will offer to work with CMS, CPI, and other federal or state agencies to achieve this goal, including updating or revising regulations.

- There will be clear time parameters and penalties for failure to comply with reporting requirements under Section 6101 of the Affordable Care Act, including penalties for submitting false or misleading information or failure to submit any information. States will be audited by CMS to determine whether they are up to date with cost report reviews and enforcement for non-compliant nursing homes.

- There will be routine CMS and/or state auditing to verify whether ownership information being reported by nursing homes is complete and accurate.

- Ownership information will be publicly reported in an accessible manner using easily interpretable terms (e.g., on Care Compare).
“Seniors and their families deserve the opportunity to choose a nursing home with full knowledge and transparency about the medical director on staff,” said Rep. Levin. “It’s unacceptable that some nursing homes do not provide a full public accounting of who their medical director is. Our bipartisan bill will rectify that and require transparency that families need to have faith in their nursing homes.”
Current Work: Documenting State Policy

- What percentage of owners are reported? Are owners of affiliated, related, or other controlling entities reported?
- Do nursing homes need to get newly licensed when ownership changes? At what point in the process of a sale, is the state notified?
- Does the state have a way to identify common ownership between nursing homes? If so, is it easily accessible information?
- Does the licensing agency screen owners? Do they use out-of-state information or only in-state information?
- Does the attorney general have the legal authority to oversee or intervene in change of ownership? If so, how is this authority used?
- What information is available to the public? What information is easily accessible to the public?
Strengthening Resident Councils

Assemble a well-researched step-by-step resident council guide for nursing home staff, residents, and community members that will be pilot tested in at least 1-2 nursing homes. The resource guide will be used to assist nursing homes to implement, sustain, and continually improve an effective, person-centered resident council.
The Coalition’s Resident Engagement

60+ Residents Nationwide

Intentional Outreach

Barbara Bowers
Steering Committee Member
Resident Councils: Beyond Feedback

- Welcoming new residents
- Community building
- Updating residents on changing policy within the nursing home and beyond
- Helping residents be self-advocates
- Evaluating resident satisfaction
- Supporting community stewardship in changing and emergent situations
- Celebrating staff and others in the community
Establishing a Pilot

The Coalition is working with 3 nursing homes on shaping a resident council guide and is looking to begin testing the guide in those homes in the next few months.
Discussion
Q&A

Thank you!
The Sky Is the Limit!

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Discussion
Q&A