Evidence-Based Decision Making to Support Recruitment and Retention in Nursing Homes

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CHCA

AGENDA

Nursing Assistants in Wisconsin

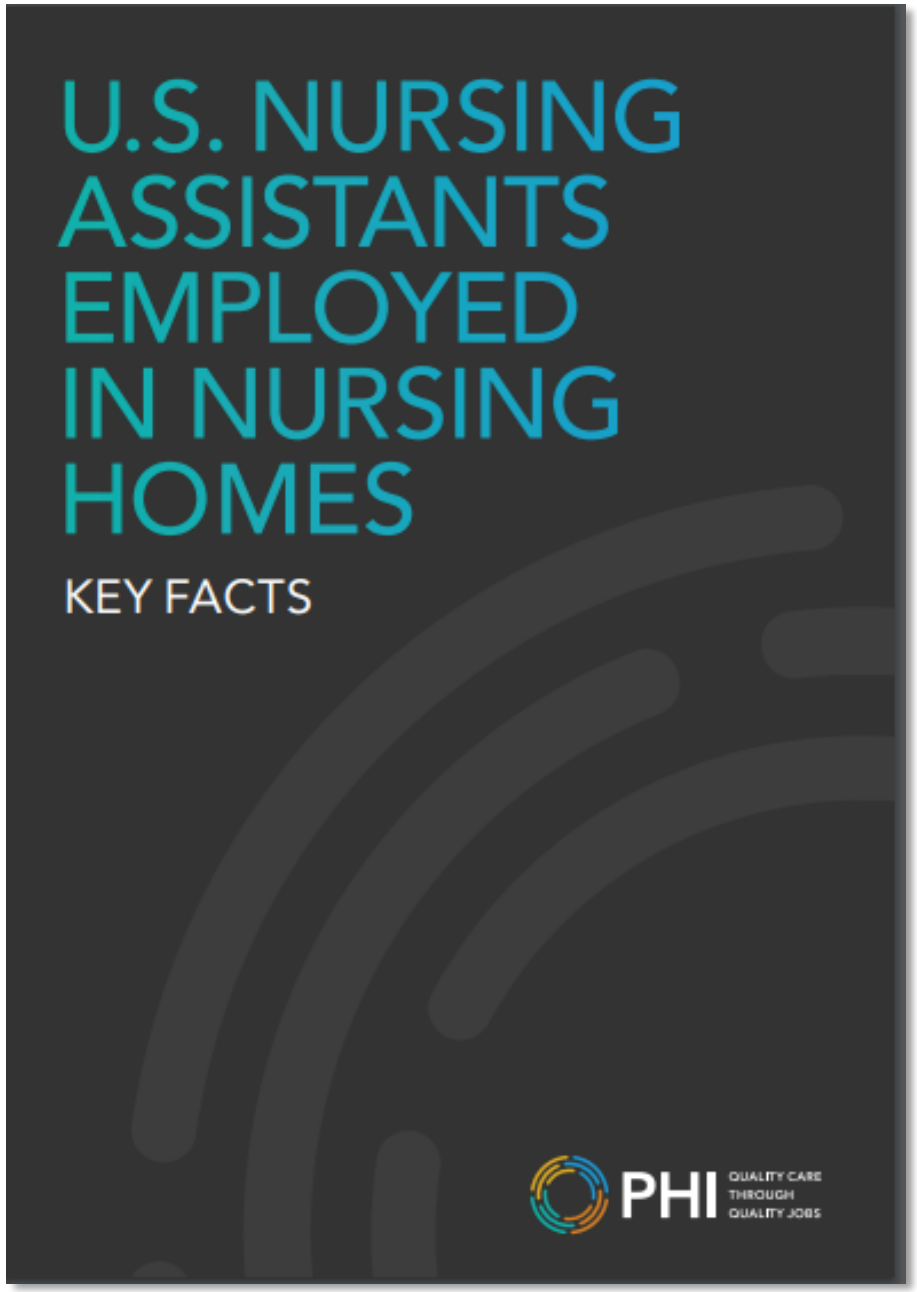
Recruitment and Retention Strategies

Translating Data into Action

NURSING ASSISTANTS IN WISCONSIN

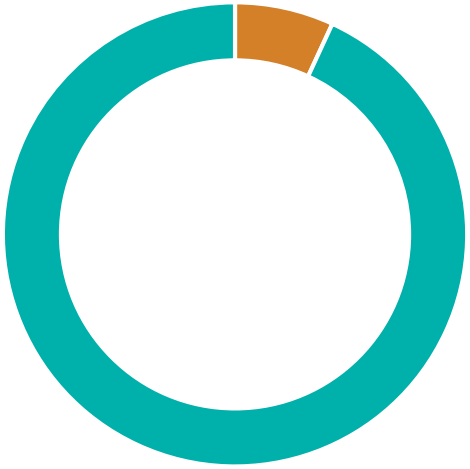
PHI Workforce Data Center

phinational.org/workforce-data-center


U.S. NURSING ASSISTANTS EMPLOYED IN NURSING HOMES
KEY FACTS
PHI
QUALITY CARE THROUGH QUALITY JOBS

How do you feel about the recruitment and retention of nursing assistants at your organization?

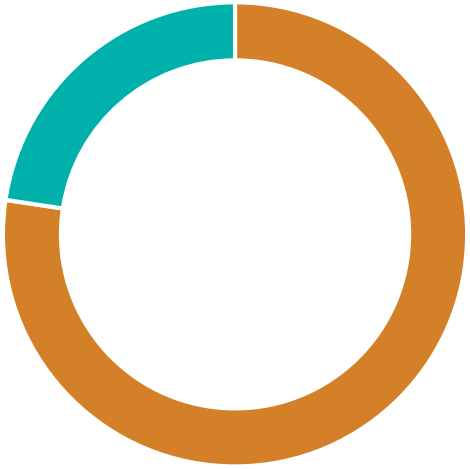
The nursing assistant workforce in Wisconsin is primarily comprised of young women.



9 in 10 are women

32

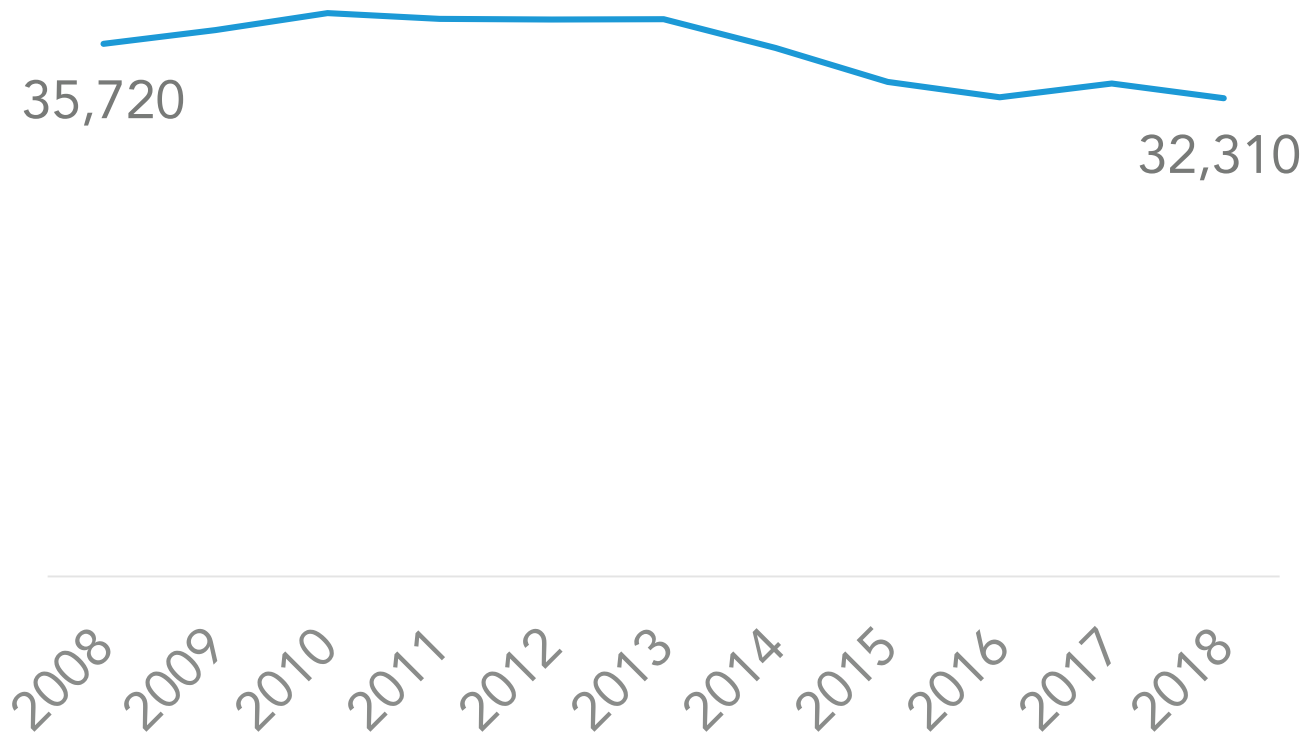
Median age



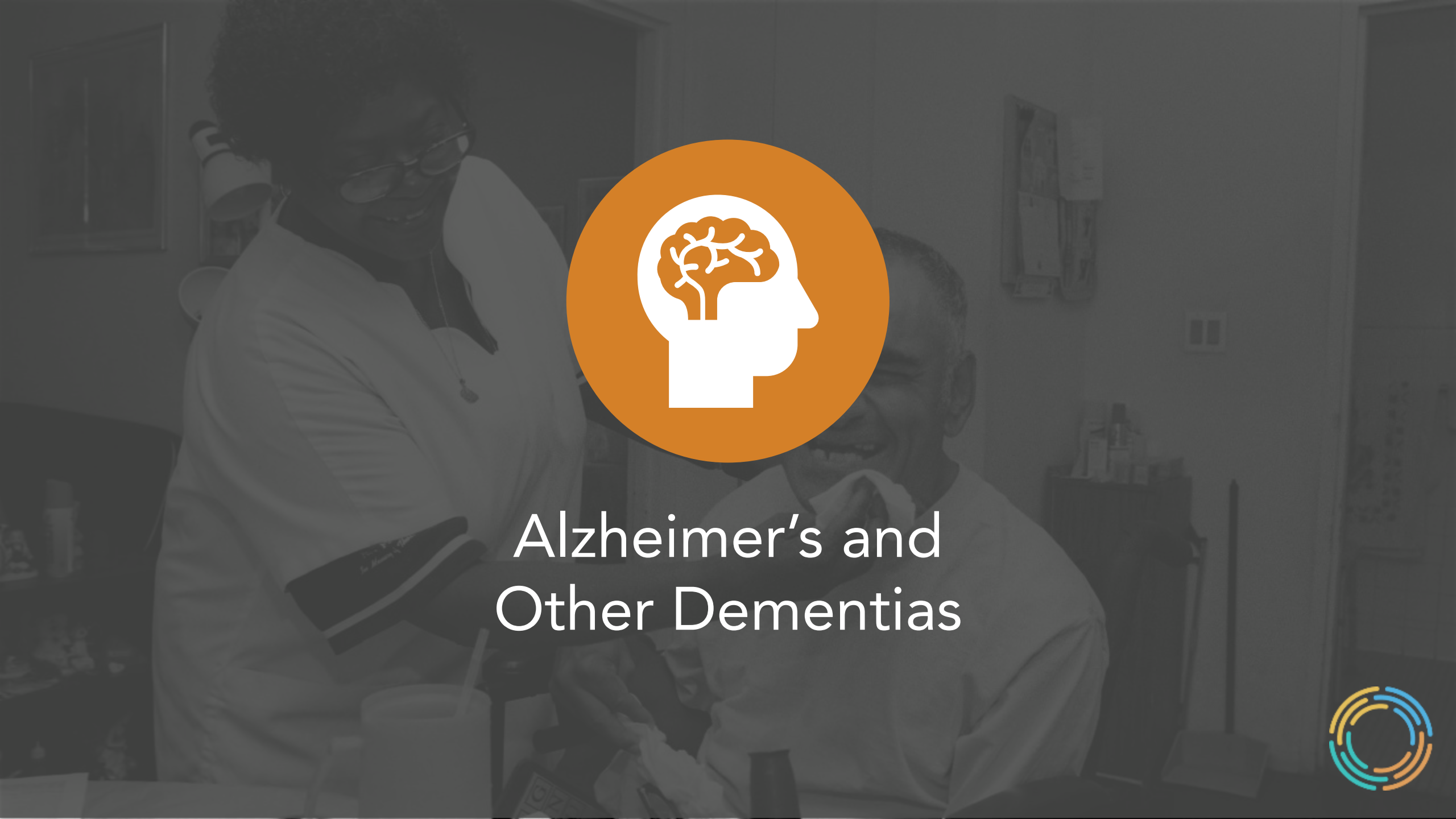
1 in 4 are people of color

43 percent have a high school education or less

In Wisconsin, nursing assistant employment has declined in the past decade.



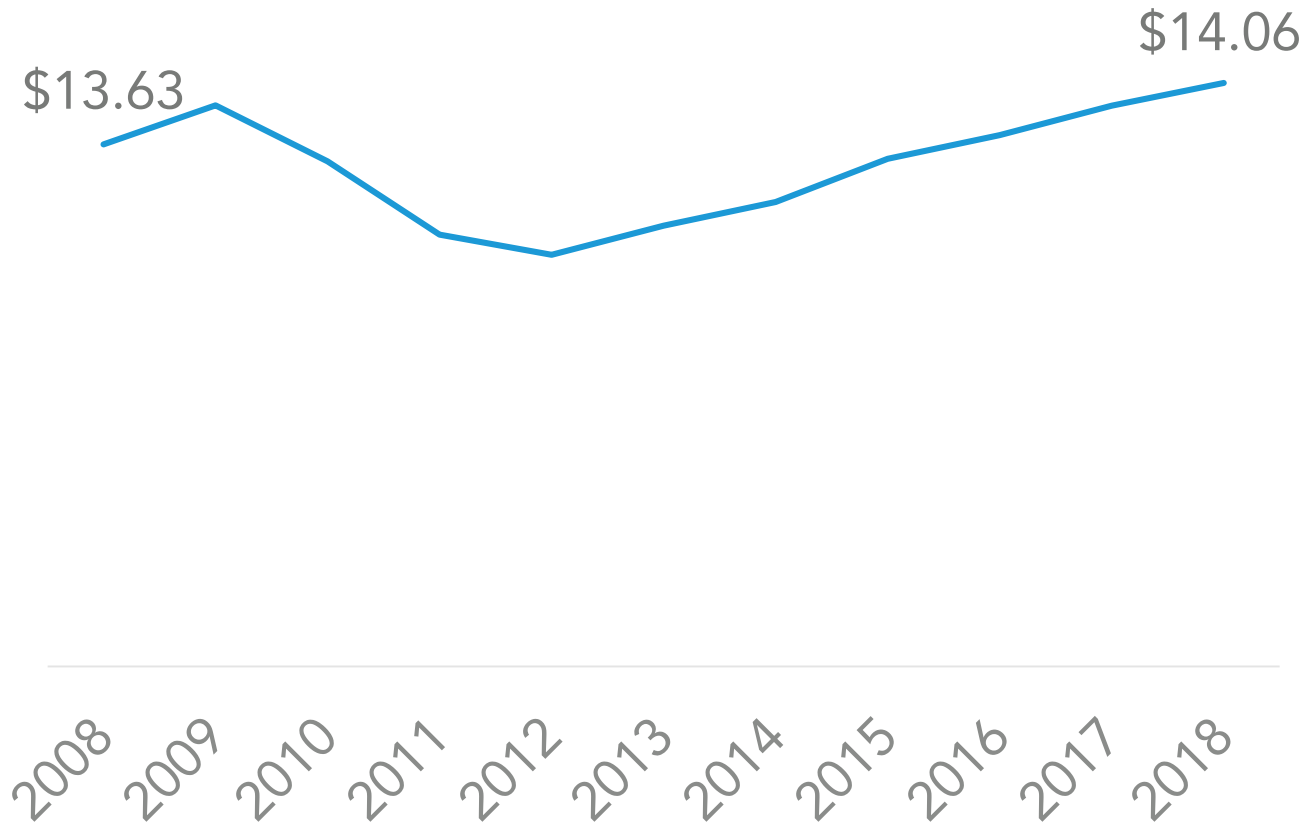
Growing Population of Older Adults



Alzheimer's and Other Dementias

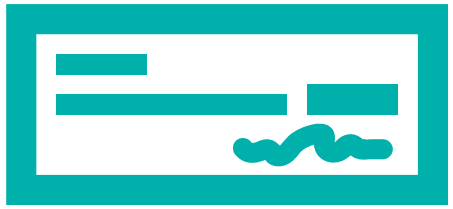
Post-Acute Care Services

In Wisconsin, nursing assistant wages have increased marginally.

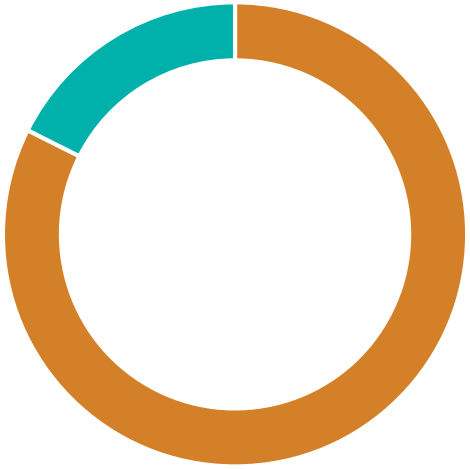


Low wages negatively affect the economic wellbeing of nursing assistants in Wisconsin.

1 in 3 work part time



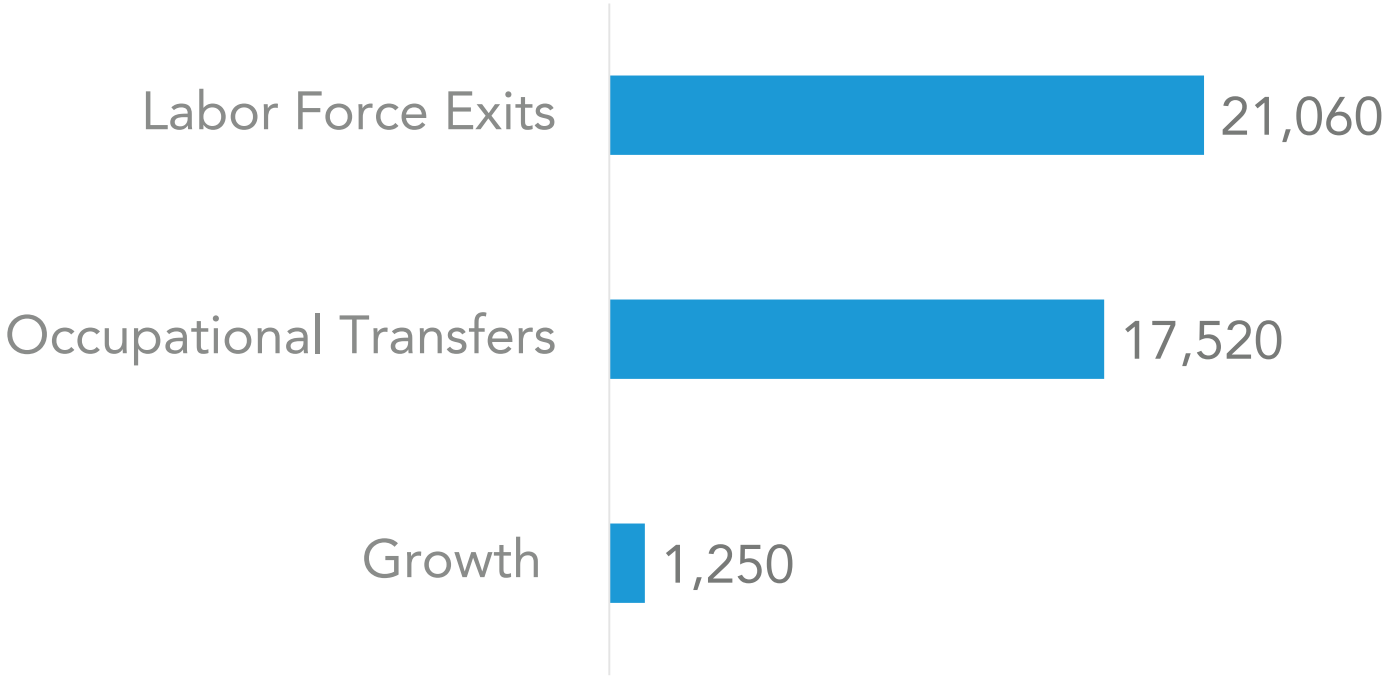
Median annual income is $21,100



1 in 6 live in poverty

1 in 3 rely on some form of public assistance

In Wisconsin, most nursing assistant openings from 2016 to 2026 will be created by workers leaving the field.



RECRUITMENT AND RETENTION STRATEGIES

COMPENSATION

WAGES

BENEFITS

HOURS

OPPORTUNITY

TRAINING

PARTICIPATION

ADVANCED ROLES

SUPPORTS

SUPERVISION

SUPPORTS

COMMITMENT

Which of the following elements of job quality have you focused on improving in the past year?

COMPENSATION

WAGES

BENEFITS

HOURS

OPPORTUNITY

TRAINING

PARTICIPATION

ADVANCED ROLES

SUPPORTS

SUPERVISION

SUPPORTS

COMMITMENT

Adult learner-centered instruction methods engage trainees.

A competency-based approach helps ensure workers are well prepared.

An Illinois-based training collaborative confirmed that training methods matter.

Supportive supervision promotes skill development and problem-solving.

The Coaching Approach to Supervision® saves time and improves care.

Peer mentorship programs improve job satisfaction.

Mentors and mentees benefited at a home care agency in upstate New York.

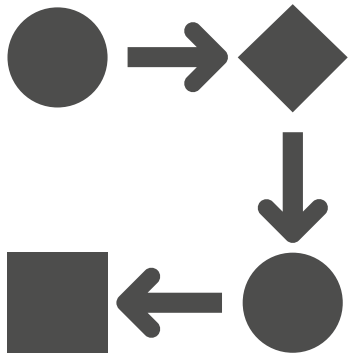
Partnerships with local organizations can reduce employment barriers.

A long-term care provider brought childcare services to workers.

Car leasing programs can help workers overcome transportation barriers.

TRANSLATING DATA INTO ACTION

When my organization implements a new employment policy or program, we collect data to measure its success.



PROCESS

IMPACT

1. Involve stakeholders
2. Design the evaluation
3. Collect a range of data
4. Analyze results
5. Report findings

INPUTS

What resources will you need to launch and sustain your program?

EXAMPLE:

Staff time
Physical space

ACTIVITIES

What do you plan to do with those resources?

EXAMPLE:

Develop curriculum
Conduct training

OUTPUTS

If all activities go according to plan, what will you produce?

EXAMPLE:

Curriculum
Trained workers

OUTCOMES

How will those outputs benefit program participants?

EXAMPLE:

Knowledge gained
Higher confidence

IMPACT

How will individual outcomes lead to global change in your organization?

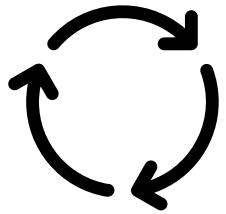
EXAMPLE:

Better care
Lower turnover

1. Involve stakeholders
2. Design the evaluation
3. Collect a range of data
4. Analyze results
5. Report findings

VOLUME

- Full-time workers
- Part-time workers



STABILITY

- Turnover
- Retention
- Vacancies

COMPENSATION

- Average wage
- Starting wage
- Experienced wage
- Benefits

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