

2-26-2024 Weekly Clinical Update

On February 21, 2024, AHCA held its monthly State Affiliate Network Meeting. It was packed full of great information. First on the agenda was Amanda Hall explaining a new program created by Institute for Healthcare Improvement (IHI). Amanda and Alice Bonner are working on what sounds like a great project to result in transformative change in healthcare with the mission of “ building a movement of care for older adults to ensure the care is “age friendly”. It is built on 3 premises:

- This is guided by an essential set of evidence-based practices (4Ms),
- Causes no harms and,
- Is consistent with What Matters to the older adult and their family.

Amanda explained the 4M framework was developed through evidence-based research. The 4Ms include

- (1) What Matters,
- (2) Mobility,
- (3) Medication and
- (4) Mentation.

Use of this framework will simplify the complexity of caring for older adults.

The practice of age friendly varies by setting, so the 4Ms are rolled out through a pilot in that setting. The nursing home pilot started in 2020, and now 700 nursing homes have been recognized as Age Friendly. There is also a guide for adopting Age Friendly in nursing homes, developed through the pilot. They are expanding to home health in 2024.

To engage in the movement, nursing homes have a few options. They can engage in an action community to get support from faculty and peer health systems, they can build a scale-up partnership program to spread the 4Ms across an entire system, or they can find a DIY pathway by using the Age Friendly resources.

The benefits of becoming an age friendly nursing home include improving care using an organized, evidence-based approach, increase satisfaction among patients/residents, and improve staff satisfaction and organizational culture. Finally, facilities receive recognition from IHI and John Hartford Foundation.

Guide to Care of Older Adults in Nursing Homes can be accessed at https://241684.fs1.hubspotusercontent-na1.net/hubfs/241684/IHI-Age-Friendly-Guide-Nursing-Homes_March28-2022.pdf.

This guide includes recommendations to:

- Build the “will” for change
- Communicate about the 4Ms to all residents, care partners and staff members
- Engage the entire community in promoting age-friendly care

As a companion to the guide is “Guide to Care of Older Adults in Nursing Homes which can be accessed at

https://241684.fs1.hubspotusercontent-na1.net/hubfs/241684/IHI-Age-Friendly-Workbook-Nursing-Homes_March28-2022%20%28002%29.pdf

This tool provides the facility with practical ideas to use in daily practice and it includes printable worksheets that team members can use to deliver 4Ms care.

Key actions of the program include:

Assess: Know about the 4Ms for each older adult in your care	Act On: Incorporate the 4Ms into the plan of care
Ask What Matters	Align the care plan with What Matters
Document What Matters	Deprescribe or do not prescribe high-risk medications
Review high-risk medication use	Ensure sufficient oral hydration
Screen for cognitive challenges	Consider further evaluation and manage manifestations of dementia, or refer
Screen for depression	Identify and manage factors contributing to depression
Screen for delirium at regular intervals	Orient older adults to time, place, and situation if appropriate
Screen for mobility	Ensure older adults have their personal adaptive equipment
	Prevent sleep interruptions; use non-pharmacological interventions to support sleep
	Ensure early, frequent, and safe mobility

How about a challenge? How about doing the research and our state gets a high number of “Age-Friendly” status to improve quality of care and quality of life for our state’s residents? Over 700 nursing homes across the country are already involved in the movement...let’s not be last. If you want to know more about the program, Amanda’s email is: ameier@ihi.org.

The next agenda item discussed the AHCA Quality Award stories of success. If your facility has been awarded an AHCA Quality Award, you are encouraged to share your success story, best practices or impact the program had on your organization or center. It’s vital to our profession that we intentionally share our success stories. There are plenty of folks out there that want to publicly share negative issues related to long term care. We all know there are thousands of positive long term care stories out there, so let’s share those.

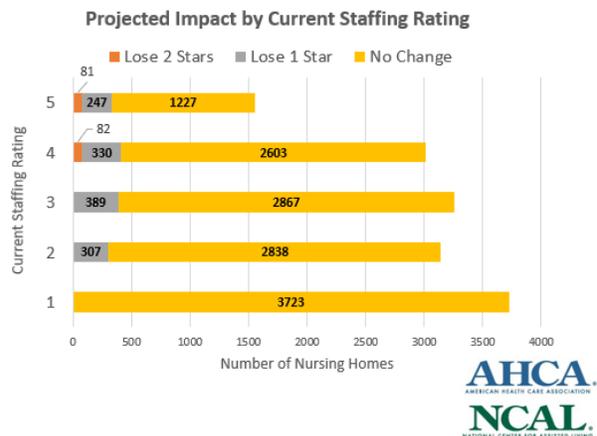
The next agenda item discussed the impact projections of missing PBJ scoring change in April 2024. Kiran Sreenivas shared that in April 2024, CMS will adjust the staffing scoring methodology to penalize missing turnover rates rather than re-base scoring. Kiran explained that this change is expected to impact about 10% of providers staffing star ratings (9% reduce by 1 star, 1% by 2 stars). The Your Top-Line in LTC Trend Tracker released on Feb 13 provides centers with their projected impact. Kiran also shared an excel attachment was included with the agenda that shows impact by state. Finally, Kiran shared that AHCA continues to advocate to CMS to allow corrections of PBJ data.

Looking ahead, the HPRD measures will be adjusted in July of 2024 and 4 of 15 Quality Measures will be frozen starting April 2024 because of MDS transition to section GG.

Kiran also shared a blog post on the top line with projections: <https://www.ahcancal.org/News-and-Communications/Blog/Pages/April-2024-Staffing-Five-Star-Projections-Added-to-LTC-Trend-Tracker.aspx>. Here is a graphic of the impact of failure to appropriately submit information on turnover rates.

Projected Staffing Rating Change	SNFs (#)	SNFs (%)
No Change	13,258	90%
Lose 1 Star	1,273	9%
Lose 2 Stars	163	1%

Projection based on using Jan 2024 release of Care Compare and applying April 2024 scoring changes to Staffing Ratings



Finally, Dana Ritchie shared that AHCA is seeking signers on a letter in support of the “Protecting Rural Seniors’ Access to Care Act” bill. The purpose of that bill is to fight against minimum staffing and its impact on rural areas. Dana stated more than 100 members of Congress have endorsed this law, but facilities need to sign on to support of this bill. Organizations should reach out to legislators in support of this bill. MAKE YOUR VOICES HEARD!

Dana also shared on recent workforce activity and she provided the following resources.

- [Train More Nurses Act Passed in the U.S. Senate](#)
- [National Labor Relations Board Joint Employer Rule Summary](#)
- [2024 National Emerging Leadership Summit \(NELS\)](#) – please note Feb 23 deadline
- [2024 LTC Workforce Webinar Series](#) (see promotional blurb on page 2)
- Welcome Corps at Work (see note on page 2)

Courtney shared an update on new resources from AHCA/NCAL:

- [OSHA Roadmap](#)
- [NHSN Tip Sheet](#)
- [Employee Retention Credit Update: What you don’t know will hurt you](#) – webinar recording: Free to AHCA/NCAL members.
- [Medicare Advantage Coverage Denials: SNF Strategies and Considerations - webinar](#): 2/27 at 1 pm ET
- [OSHA Recordkeeping & New Reporting Requirements](#) webinar recording and supporting documents available: \$25 Members
- [Prioritizing Infection Prevention and Control in a Post-COVID-19 World](#) – Live webinar \$25 Members \$50 Nonmember (for AL audience)
- [CMP Analytical Tool](#)

- AL live webinar series – purchasing all four will provide \$10 discount off the cost
 - [Caring for a New Generation in Assisted Living](#) 4/17 at 2 pm ET \$25 Members
 - [All by Myself: Overcoming Social Isolation and Loneliness in Assisted Living](#) 6/12 at 2 pm ET \$25 Members
 - [Love Your Neighbor: Preventing Resident-to-Resident Aggression](#) 8/14 at 2 pm ET \$25 Members
 - [Metamorphosis: Leadership in a Transformative Culture](#) 10/16 2 pm ET \$25 Members

Crystal also highlighted the tutorial Hawley recorded on how to use CMS' [CMP Analytical Tool](#). Facilities have used this tool to successfully argue a reduction in their CMPs.

A participant asked about the plan from CMS for use of CMP funds for workforce related issues. Crystal Bowen stated there is no specific timeline and CMS has indicated they are in the beginning stages of developing the campaign. AHCA is advocating for workforce to be included and AHCA is raising the issue at every opportunity with CMS.

Finally, AHCA staff provided information on the LTC Workforce Webinar Series.

AHCA/NCAL will hold a [webinar series](#) focused on workforce-related matters impacting long-term care (LTC) providers across the country. This series will focus on issues including:

- Career ladders
- Getting more youth interested in the LTC field
- Hiring immigrants and refugees

During this series, attendees will hear directly from provider members – including AHCA/NCAL workforce committee members – and other experts on these matters and best practices from their experiences. It will also be an opportunity to get pressing questions answered. The first webinar in this series will occur on Friday, March 1 at 3 pm ET and is entitled "Building the Path: Creating Careers in Long Term Care." Be sure to [register today!](#)

Information will be shared on the other webinars throughout the year. For questions about this webinar series, please contact AHCA's AVP of Workforce and Constituency Services, [Dana Ritchie](#), and AHCA's Senior Director of Quality Improvement, [Urvi Patel](#).

Welcome Corps at Work

Welcome Corps at Work is a program that matches employers in this country with skilled refugees in need of resettlement and enables refugees and their immediate families to relocate permanently to the United States. This program seeks to provide a sustainable, scalable solution to workforce and skills shortages among U.S. employers **at absolutely no cost to the employers**. This is a U.S. State Department program and the International Rescue Committee (IRC) and Talent Beyond Boundaries (TBB) are working closely with the Bureau of Population, Refugees and Migration on each component. Currently, they are engaged with over 2,500 individuals seeking work as part of the program.

Of this group:

- 77% have English levels of intermediate or above
- 42% have English levels of full professional proficiency or above
- 12% have a bachelor's degree, 2% have a master's degree, and 0.2% have a doctoral degree
- Of the candidates with full professional levels of English, the most common occupation among these candidates includes: Teacher, Social Work Professional, Administrative Assistant, Data Entry Operator, IT Professional, **Healthcare Professional (other), Healthcare Professional (nurse)**, Computer Programmer, Engineers, and **Food and Hospitality**

To participate in this program, the IRC and TBB are seeking employers with consistent hiring needs who are interested in engaging with refugees with specialized linguistic and cultural skills to join their workforce. Employers would be a great fit for this program if they meet their criteria of:

- Have evergreen open positions anywhere in the United States
- Provide [high quality jobs](#) with opportunities for career progression within their business
- Pay a living wage based on their location – [See MIT Living Wage Calculator](#)

Although many of the refugees they are working with through this project have achieved degrees and credentials in their home country, it should be noted (as many of you know already) that these do not automatically transfer to the U.S., especially in the healthcare field. With this in mind, they are specifically looking for employers with open positions that meet the above criteria but *do not require a credential **or offer paid training for the required certifications.***

I have attached the Welcome Corps at Work flyer that shares additional information as well.

Their team will be hosting a webinar on the Welcome Corps at Work program for employers interested in learning more about this program. This will be an opportunity for businesses to learn about the details of this program, understand the types of positions, wages and benefits that make an employer a good fit, and engage on next steps. All interested employers who feel they might be a good fit for the program based on the above criteria are welcome to attend. Webinar details are below:

Topic: Welcome Corps at Work Informational Webinar for Employers

Date: February 22nd, 2024

Time: 11am Pacific Time/2pm Eastern Time

Location: Zoom

To attend this Webinar, please register [here](#). Webinar Zoom details will be shared with you upon registration.

For any questions on the Webinar or for more information on the program, please reach out to Amber.Shevin@rescue.org - Senior Technical Advisor, Economic Empowerment at the International Rescue Committee.

As I said, it was meeting FILLED with good information.