February 8, 2024

# *Welcome to our roundtable series. We're glad you're here.*

JEWISH HEALTHCARE FOUNDATION

The John A. Hartford Foundation

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# Our Work Together

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# This Year's Focus….Leadership & Culture

- The role of leadership in staff retention and recruitment
  - How can medical directors have an impact on facility culture?
  - How can medical directors, administrators, directors of nursing and others in leadership work together to develop sustain a positive work culture?
- Live leadership modules to kick off in January 2024 with practical, evidence-based "try this" approaches that can help you improve your leadership style

# To Level Set….

- We are a community focused on co-design
- “All teach, all learn”[1]
- Small tests of change
- Collation and dissemination of insights
- www.paltc.org/goodthing

[1]Project ECHO. (2022). https://hsc.unm.edu/echo/what-we-do/about-the-echo-model.html

# Today's discussion…

NDWS NATIONAL DEMENTIA WORKFORCE STUDY

Donovan Maust, MD
*University of Michigan*

Joanne Spetz, PhD
*University of California, San Francisco*

# Background

- In 2020, 6 million Americans living with dementia
  - 14 million by 2060

- Millions of workers serve this population and have enormous influence over the quality and costs of care

- Very little is known about the dementia care workforce and how they influence care and quality outcomes for the population they serve

- New $81 million cooperative agreement (U54) with National Institute on Aging
  - September 30, 2023 through August 31, 2028
- Surveys of the workforce that serves people living with dementia
  - Clinicians (physician, APRN, PA)
  - Licensed professionals (e.g., RN, LCSW)
  - Direct care workers (e.g., nursing home assistants, home care aides)
- Survey data can be linked with patient outcomes and facility data
- Pilot grants to accelerate use of the data

# The Team

Leadership:

- Donovan Maust, MD, University of Michigan, geripsych (MPI; contact PI)
- Joanne Spetz, PhD, UCSF, economist (MPI)
- James Wagner, PhD, U Michigan Survey Research Center
- Steven Marcus, PhD, U Penn
- Laura Wagner, RN, PhD, UCSF

Other partners: Alzheimer's Association, UNC-Chapel Hill, Brown, Yale, and Mathematica

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# The Core(s) of NDWS

A family of 4 surveys

- Community Clinician (including MDs, Nurse Practitioners, Physician Assistants)
- Nursing Home Staff
- Assisted Living Staff
- Home Care Staff

} - licensed nurses
- direct care workers

A total of 75,000+ surveys over 5 years starting this summer!

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# The family of surveys: Clinicians

- Physicians (primary care internal med, family med, geriatrics, neurology, psychiatry), NPs, and PA who have billed Medicare or Medicaid for any patient with a dementia diagnosis
  - Step 1: identify patients with a dementia diagnosis in the past year
  - Step 2: identify clinicians who have billed for them in any setting.
    - Step 2A: pharmacy claims to better identify NPs and PAs
  - Step 3: Stratify frame based on setting of billing, volume/percent of dementia patients, clinician type, rural/urban, etc.
- N=20,300 over 5 waves; some longitudinal surveys
- Link data to Medicare and Medicaid claims

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# The family of surveys: Nursing homes

- Nursing homes with any dementia residents
  - Step 1: develop stratified frame of nursing homes, recruit facilities to participate
  - Step 2: obtain rosters of staff from nursing homes
  - Step 3: sample from rosters
- N=19,140 over 5 waves; some longitudinal surveys
- Link data to LTCFocus, Minimum Data Set, Payroll Based Journal administrative data
- Encourage nursing homes to participate in the Long-Term Care Data Cooperative electronic health record database; link to this if available

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# Key survey content domains

- Demographics
- Education, Training, Experience
- Employment Status
- Dementia Care Knowledge, Attitudes and Practices
- Working conditions and organization practices
- Worker outcomes

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# Bonus survey: Administrators

Will be asked for each organization participating in Nursing Home, Assisted Living, and Home Care Staff surveys

- Practice Setting and Characteristics
- Training Provided
- Dementia-specific care
  - diagnosis
  - cognitive testing
  - access to disease-modifying treatments (e.g., anti-amyloid drugs, biomarker testing, dementia education, advance care planning)

# Follow-up!

- All 4 surveys will include a longitudinal follow-up component to help us understand workforce exit

# Making the data accessible

- Public-use files (standalone survey data)
  - First unweighted files available in August 2024 (“beta data”)
  - Full Y1 datasets available in early 2025
- Restricted-use survey files with linked data
- Pilot awards available to encourage use of the data ($85K each)
- Webinars and information sessions to support users
- Annual data user conferences (starting Year 3 [2025/26])

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What do YOU think we should ask about?

# Thank you!

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# Next Month's Roundtable: March 14, 2024

## The Role of Technology in Staff Retention and Recruitment

**Scott Code**

Vice President, Center for Aging Services Technologies

Center for Aging Services Technologies

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# Next Leadership Session

## Leading With Purpose

*8 Strategies for Engaging Your Careforce*

**Wednesday, February 14, 2024**

**4:00-4:30 PM ET**

Toward More Cohesive Teams: Why you Should Encourage Team "Communal Agreements" (and how to do it!)

*JoAnne Reifsnyder, PhD, MSN, MBA, FAAN*

**Register: www.paltc.org/goodthing**

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