An Alternative Way to Build Your CNA/NA Workforce: Grow Your Own!

2020 CAHF
VIRTUAL
CONVENTION & EXPO

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Healthcare workforce shortage

- California has largest nursing shortage of all 50 states*

- Estimated 44,500 nurse vacancies by 2030

- 3 out of 4 vacancies at SNFs are CNAs**

*U.S. Department of Health & Human Services, Supply and Demand Projections of the Nursing Workforce: 2014-2030
** 2021 CAHF Survey of staff vacancies by category

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Current Vacancies & Recruitment Strategies

- What are your current CNA vacancies?

- What strategies/tools are you using for recruitment?

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HOW DID WE GET HERE?

- In early 2021, CAHF pushed to allow for Temporary Nursing Aides with the legislature to assist with severe staffing shortage in facilities during COVID pandemic

- CDPH did not like this approach and instead offered to bolster and streamline Online NATP

- With this commitment from CDPH, CAHF stopped pushing for TNAs and instead focused on expediting CNAs through Online NATP

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ALTERNATIVE NURSE ASSISTANT TRAINING PROGRAM (NATP)

On June 7, 2021, California Department of Public Health Released Revised AFL 20-89.1 (ca.gov)

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Benefits of Alternative NATP

- Low costs
- Streamline
- Reduced staff time
- Additional hours towards 3.5
- Greater retention
- Building CNA workforce

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ALTERNATIVE NURSE ASSISTANT TRAINING PROGRAM (NATP)

Revision: Alternative Nurse Assistant Training Program (NATP)for SNF/ICF applicants that wish to <u>teach the clinical portion of curriculum using a contracted CDPH-approved online NATP's training material and clinical schedule</u>

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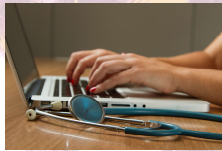
ALTERNATIVE NURSE ASSISTANT TRAINING PROGRAM (NATP)

- Available to facilities that can secure an agreement with an existing CDPH-approved online NATP for theory instruction
- Have the capability to teach the clinical portion using facility staff with the materials from the contracted online NATP

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ALTERNATIVE NURSE ASSISTANT TRAINING PROGRAM (NATP)

- Facilities can develop their own clinical instruction material

- Material MUST be complimentary to the contracted online NATP's curriculum, meet state and federal requirements, approved by CDPH prior to its implementation

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CDPH APPLICATION PACKET REQUIREMENTS

- Copy of the contract between the CDPH-approved online NATP provider and the applicant Alternative NATP facility

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CDPH APPROVED ONLINE NATP

Online CNA Training Providers (ca.gov)

- 27 Provider Options (September 2021)

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CDPH APPLICATION PACKET REQUIREMENTS

CDPH E276 (PDF) – Online Nurse Assistant Training Program Application

https://www.cdph.ca.gov/CDPH%20Document%20Library/ControlledForms/cdphe276.pdf

- Facility name and address
- Type of facility where the training will occur
- Website for the training program
- URL address of the LMS
- Applicant's Username and Password
- *Clinical Schedule (Dates and Hours) (This will be the schedule offered by the existing online NATP)
- *Curriculum Name (This will be the curriculum offered by the existing online NATP)
- *Clinical Modules to be Taught (This will be the clinical courses from the existing online NATP)
- Contact information of the DSD, DON, Administrator, etc

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CDPH APPLICATION PACKET REQUIREMENTS

- CDPH E276A (PDF) – Online Nurse Assistant Training Program Skills Checklist

https://www.cdph.ca.gov/CDPH%20Document%20Library/Controlled Forms/cdphe276a.pdf

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CDPH APPLICATION PACKET REQUIREMENTS

CDPH E276P (PDF) – Online Nurse Assistant Training Program Policies and Procedures

https://www.cdph.ca.gov/CDPH%20Document%20Library/ControlledForms/cdphe276p.pdf

Provide copies of the following policies:
- Review and revision
- Job description or organizational chart
- Instructor monitoring or instructor monitoring tool
- Instructor availability
- Clinical student-to-instructor ratio
- Attendance and assignments
- Virtual student handbook
- Record-keeping and statistics-gathering
- Personal information protection

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CDPH APPLICATION PACKET REQUIREMENTS

- CDPH E278C (PDF) – Facility Declaration of Participation in an Approved Online Training Program

- CDPH E279 (PDF) – Online Nurse Assistant Training Program Instructor or Director of Staff Development Application

- Submit complete applications to the CDPH eLearning Review Unit's email inbox.

- For questions, contact the eLearning Review Unit at eLearning@cdph.ca.gov.

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CDPH APPLICATION PACKET REQUIREMENTS

If the facility's application is approved:

- CDPH will issue a distinct provider identification number
- Consider the facility to be a NATP provider
- Provide the facility with an approval letter
- Hold the facility to NATP statutes, regulations, and department rules

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CHANGING YOUR 280A

Send a letter to CDPH requesting:

- Rescind "Hire CNA Only" on the CDPH 280A form to reflect that the facility now has a contract with a CDPH approved NATP
- Revision of the 280A to reflect these changes
- New copy of the revised 280A be sent to the facility
- Maintain a copy of the signed and dated contract CDPH 278SC form and completed CDPH 278C form
- Maintain completed contract (CDPH 278SC form), facility declaration of participation (CDPH 278C form), letter to CDPH and proof of submittal to CDPH as evidence for the facility staffing audit

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CHANGING YOUR 280A

- Review the revised 280A form to ensure the correct approval boxes are marked and that it is signed and dated by CDPH

- Keep a copy of the 280A form and copy of your revised CDPH E278C (Facility Declaration of Participation in an Approved Online Training Program) in your facility staffing audit-ready binder

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NA REQUIREMENTS PRIOR TO PATIENT CONTACT

Pre-hire requirements:

- Facility specific and must be in accordance with state and federal regulations. Should correspond with the facility's new employee hiring practices
- Examples of pre-hire steps may include:
  - Review job application
  - Check references
  - Complete facility background check
  - Facility drug screen
  - Job offer and acceptance

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ORIENTATION REQUIREMENTS AND PROCESS

Orientation requirements and process:

- All facilities must provide **16 hours of new employee orientation** for all nurse assistant employees per 22 CCR, §71833(e)
- New employee orientation must occur **separate from and prior to any NATP training**
- Follow the facility Department-approved Orientation Program as per CDPH 278A form

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NA REQUIREMENTS

Health Exam - Prior to patient contact (22 CCR, §71835(f))

- Medical history and physical exam
- Test/screening for tuberculosis infection
- Report by a physician, physician assistant, or nurse practitioner indicating that the student/employee does not have any health conditions that would create a hazard to themselves, fellow employees or patients

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NA REQUIREMENTS

- **Fingerprinting for Criminal Background Clearance – BCIA 8106 Request for Live Scan Service (HSC 1338.5(a) (2)** (Request a copy from the school for the facility employee file)
- DSD or designee will verify that the fingerprinting for criminal background clearance has been completed (HSC 1338.5(a) (2)
- Facility will verify clearance by calling the certification verification number (916-327-2445) and document the verification code and any information provided indicating their ability to work

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NA REQUIREMENTS

- **Certified Nursing Assistant Initial Application CDPH form 283B**

(for the facility employee file)

- DSD or designee will verify that the CDPH form 283B Certified Nursing Assistant Initial Application has been submitted and received by CDPH
- Facility will verify clearance by calling the certification verification number (916-327-2445) and document the verification code and any information provided indicating their ability to work

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NA REQUIREMENTS – Theory ➡ Clinical

- Per 42 CFR 483.152(b):

(1) At least a total of **16 hours of training** in the following areas prior to any direct contact with a resident:

- (i) Communication and interpersonal skills;
- (ii) Infection control;
- (iii) Safety/emergency procedures, including the Heimlich maneuver;
- (iv) Promoting residents' independence;
- (v) Respecting residents' rights

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NA REQUIREMENTS – Theory ➡ Clinical

- NAs must attend and complete the theory training courses based on that provider's training schedule
- Clinical instruction cannot begin unless the mandated theory hours are complete
- Skills Checklist CDPH Form 276A - Training required prior to direct patient care (for the employee file)

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NA REQUIREMENTS

If NATP is not complete:

- DSD or designee will verify with the NATP that NA has completed at least a total of 16 hours of the specified training in 42 CRF 483.152(b)(1) prior to any direct patient contact

- NA shall only render services at the competency level confirmed by the training program and verified by the facility DSD or designee on the CDPH form 276A Nurse Assistant Training Program Skills Check List

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NA REQUIREMENTS

- Any NA who has completed the NATP, the DSD or designee will verify the course completion with the NATP and ask for a copy of the completed CDPH form 276A Nurse Assistant Training Program Skills Check List

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OTHER REMINDERS

- The clock starts from the NA's date of employment at the facility and/or change in title to NA

- Per HSC § 1337.5(b)(3) A nurse assistant who, within 3 months of the date of employment, is enrolled in an approved certification training program which requires completion not more than 6 months from the date of employment

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3.5 and 2.4

- HSC § 1276.65 definition of a direct caregiver "a certified nurse assistant, or a nursing assistant participating in an approved training program." NAs cannot count in the facility 3.5 DHPPD until enrolled in an approved training program

- Once a valid certification is issued by CDPH, the date issued by CDPH forward, they NOW can be counted in the 2.4 DHPPD

- NAs will work on the floor under the direct supervision of the charge nurses. DSD or designee will communicate to the charge nurses the skills the NA has been trained on and competent to perform

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3.5 and 2.4 for Audit Purposes

- NAs will sign in on facility CDPH 530 form when providing direct patient care

- Facility will make available for the staffing auditors the required documentation outlined in AFL 21-11 (ca.gov) or any revisions for NAs to count in the 3.5 DHPPD

- Facilities are responsible for all student training records. Facility must obtain, maintain, provide CDPH with all theory and clinical instruction program records and statistics as described in AFL 20-89.1

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CALL TO ACTION

• **WE HAVE THIS TOOL, NOW WE NEED TO USE IT**!

CAHF CHALLENGE: 25 Percent of Eligible Facilities (250 facilities) Apply for Online NATP by June 30, 2022

WE NEED YOU!

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Any questions?

Claire Enright: cenright@cahf.org
Amy Blumberg: ablumberg@cahf.org

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Join Another Workforce Session at 3:10 pm!

What: Discover No-Cost/Low-Cost Workforce Recruitment Resources

Where: Mojave Learning Center

• Learn about valuable workforce recruitment options available at no charge or low charge to all facilities
• These resources will provide you with recruitment pathways to build a reliable, skilled facility team

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Discover No-Cost/Low-Cost Workforce Recruitment Resources

Speakers:

- **Claire Enright** Executive Director, Quality Care Health Foundation
- **Melissa Howlett** Business Service Specialist, San Bernardino County Workforce Development
- **Corey Wright** Administrator, Vienna Nursing and Rehabilitation Center
- **Karin Reynoso** GAIN and GROW Division RN NATP Program Director, LA County Office of Education

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