



# Long-Term Care Workforce Challenges and Recommendations

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# Cross-Agency Long-Term Care Workforce Workgroup



## Deliverables

- Identify top long-term care Workforce challenges
- Offer recommendations to address locally



## Subject Matter Experts

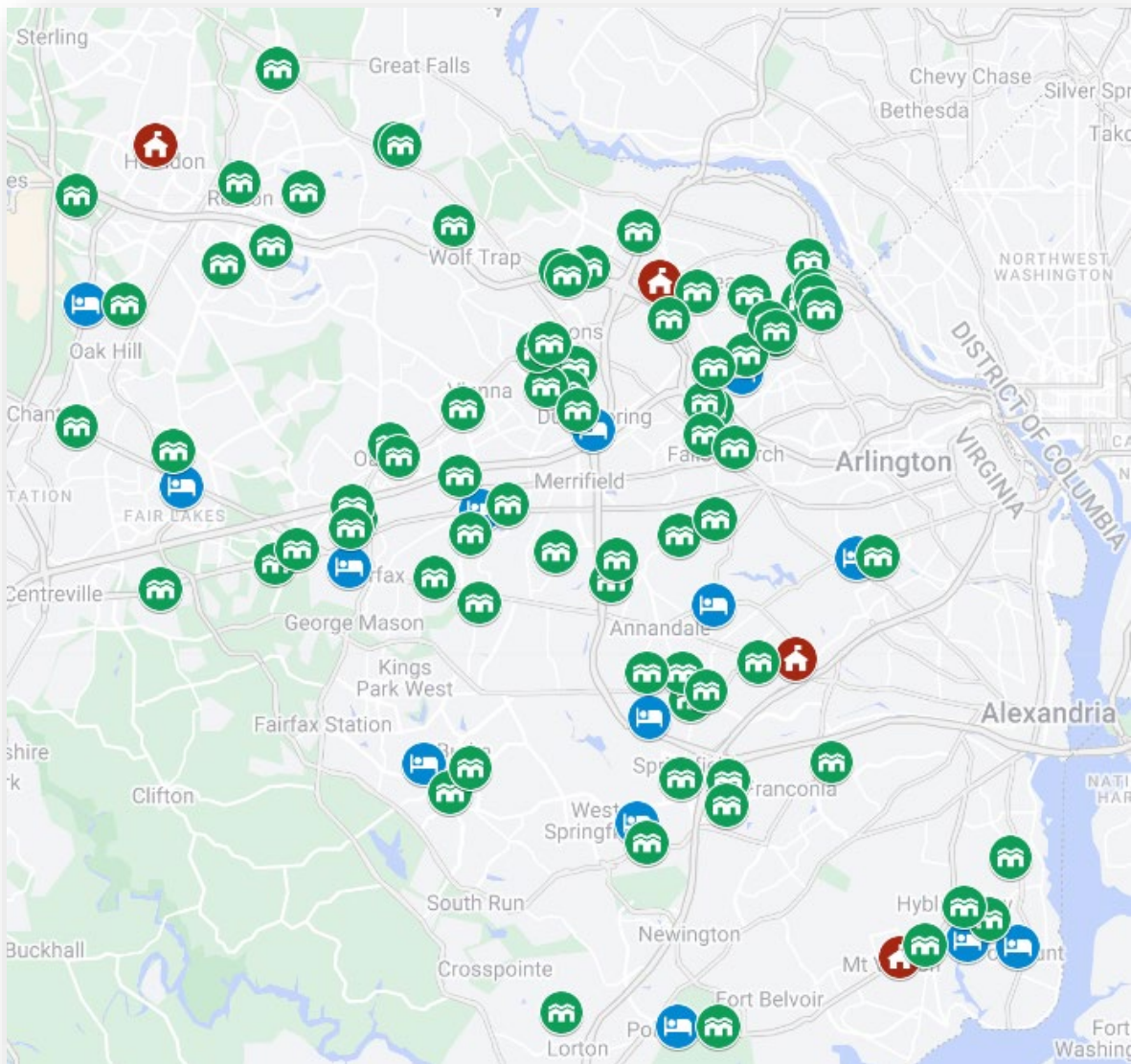
- Community Services Board
- Family Services
- Health Department
- Housing and Community Development
- Neighborhood and Community Services



## Process

- Literature review
- Local stakeholder interviews
- Examined existing efforts
- Review state and federal legislation

# Landscape: Fairfax County Long-Term Care Settings



Over 5400 beds at 84 **Assisted Living Facilities (ALF)**

➤ Three ALFs are managed by Fairfax County



More than 1800 beds at 15 **Nursing Facilities (NF)**



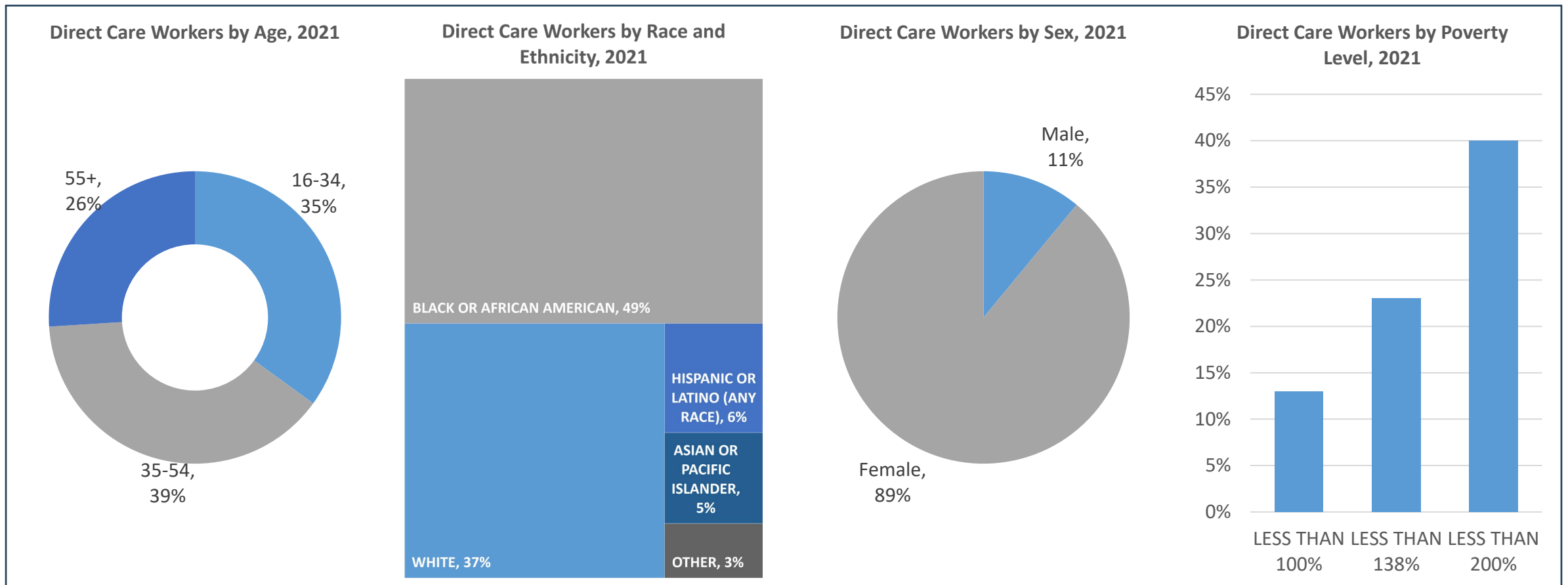
Four Neighborhood and Community Services **Adult Day Health Care** sites can accommodate 120 participants

Hundreds of **private home health agencies** operating throughout Fairfax County

➤ **County-funded programs** for eligible adults serving more than 600 residents

# Profile of Long-Term Care Workers in Virginia

In Virginia, long-term care workers are predominantly women (89%), people of color (63%) and immigrants (18%)



# Challenges: Fairfax County Long-Term Care Workforce



## **Career Pipeline:**

Shrinking workforce, low salaries, and little room for career development.



## **Workplace:**

Safety/health concerns during COVID-19 pandemic, remote work options pulling workers away from long-term care work, limited benefits, and physically and emotionally demanding work.



## **Staffing:**

Providers struggling to recruit and retain.  
Staff leaving before completing onboarding process.



## **Financing:**

Low Medicaid reimbursement rates; higher salaries possibly leading to passing higher costs on to consumers; and auxiliary grant increases not necessarily covering full-service costs.

# Career Development Programs

## Fairfax County Programs

- Talent Up
- WIOA
- Bridges to Success
- SNAP Employment & Training

## Fairfax County Public Schools

- Career and Technical Education (CTE)
- Adult and Community Education (ACE)

## Northern Virginia Community College

- Certified Nursing Assistant Program
- Other Allied Health Programs

# System-Level Policy Drivers

- HB 349 - Training and career ladder for medication aides to be able to administer medication in the nursing home
- Continuation of the Virginia Department of Health Earn to Learn Nursing Program
- April 2024 Centers for Medicare and Medicaid Services updated its final rule regarding staffing mandates for nursing homes – 3.48 hours of total nurse time for each resident
- October 2023 GMU Center for Health Workforce - [Claude Moore Charitable Foundation - Strategic Recommendations Report on the Virginia Health Science and Human Services](#)

# Workgroup Recommendations



**Monitor legislative activity** related to long-term care workforce compensation, expansion of professional capabilities, and funding of workforce training



**Explore inclusive engagement strategies** to engage LTC workforce employees to build capacity to access educational opportunities and reduce barriers to enhance personal economic mobility.



**Promoting a progressive career ladder** for entry-level and mid-level county employees working in our LTC facilities and Adult Day Healthcare programs. Scaffolding credentials



# Questions and Discussion

