March 14, 2024

A Framework to Grow and Strengthen the PALTC Careforce

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

JEWISH HEALTHCARE 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

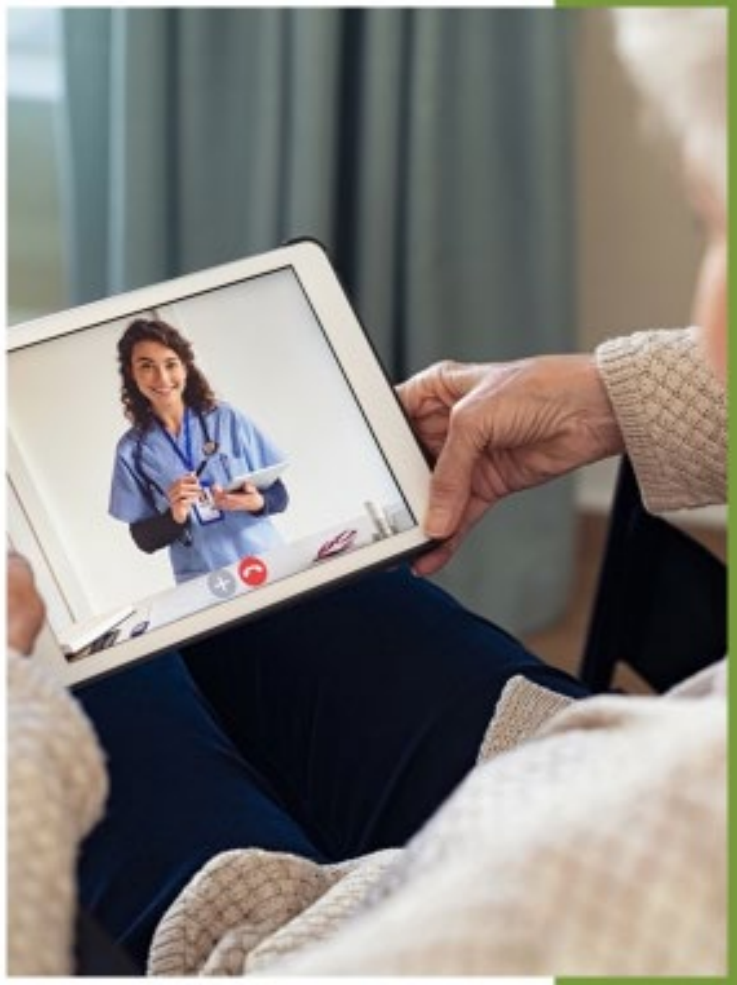
[1]Project ECHO. (2022). https://hsc.unm.edu/echo/what-we-do/about-the-echo-model.html

Today's Discussion…

The Role of Technology in Staff Retention and Recruitment

Scott Code, VP CAST, LeadingAge

LeadingAge®



Recruitment

Text-Based Recruiting	Chat Bots	Virtual Career Fairs
Easy Button	Automated Scheduling Software	AI/Machine Learning
Social Media	Digital Staffing Marketplace	Google Ads

Retention/Engagement

ONLINE ENGAGEMENT SURVEYS

ONLINE ENGAGEMENT PLATFORMS

WORKFORCE

Job Satisfaction and Intent to Remain on the Job among Direct Care Professionals in Nursing Homes

FEBRUARY | 2023

Research Brief

https://ltsscenter.org/reports/Job_Satisfaction_and_Intent_to_Remain_on_the_Job.pdf

Staff Recognition and Wellness

DIGITAL SIGNAGE

SOCIAL MEDIA

VIRTUAL EVENTS

VIRTUAL EMPLOYEE REWARDS PLATFORMS

MENTAL AND PHYSICAL HEALTH SUPPORT APPS

Workflow Efficiencies

- Mobile Devices (BYOD)
- Dining Robot
- Sanitation and Cleaning Robot
- Robotic Process Automation
  - Accounts Payable
  - Onboarding
  - Tier 1 Tech Support

CAST

Care Delivery Efficiencies

- Medication Dispensing Robot
- Telehealth/RPM
- Point of Care (POC) Systems
- EHR
- Medication Management Software
- Hands Free Communication

CAST

Compensation and Benefits

EARNED WAGES ACCESS

EMPLYEE SELF SERVICE PORTAL

TOTAL REWARDS STATEMENTS

FLEXIBLE SCHEDULING SOFTWARE

PAY EQUITY SOFTWARE

Training

Online Learning Management Systems (LMS)

Immersive Simulation Training Platforms (VR)

Mobile Apps

Gamification

Generative AI/Large Language Models

Questions

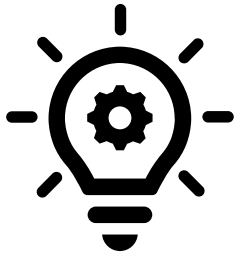
Thank You

Next Month's Roundtable: April 11, 2024

Feedback in Action

Cora Coleman
Director of Nursing
Sunbury Nursing and Rehab, Sunbury, PA

More of a Good Thing



Have an Idea for a Future Roundtable Discussion?

Please type into the chat and let us know.

Next Leadership Session: Thursday, March 21 • 4:00-4:30 ET

Leading With Purpose

8 Strategies for Engaging Your Careforce

Giving Feedback (and Feed Forward)…That Works

JoAnne Reifsnyder, PhD, MSN, MBA, FAAN

Register: www.paltc.org/goodthing

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