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Executive Director



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## WORKFORCE DEVELOPMENT COUNCIL

317 W Main Street, Boise, Idaho 83735-0510

### Idaho CNA Advisory Committee

#### MEETING REPORT

Wednesday, June 15<sup>th</sup>, 2022

2:00 – 3:30 p.m. MDT | 1:00 – 2:30 p.m. PDT

**Meeting Began: 2:00pm**

#### Participants

Name	Title	Organization
Dave Lent	Senator	Idaho Senate
Elizabeth Rosenberger	Scribe	Interaction International, Inc.
Jeff Greene	Senior Leader of Talent Acquisition	Trinity Health
Jeff Pittard	Regional Vice President	Life Care Centers of America
Karen Leach	Registered Nurse	Idaho Hospital Association
Laura Thompson	Chief of Bureau	Idaho Department of Health & Welfare, Division of Occupational & Professional Licensing
Leslie Wilson	Registered Nurse	Mountain View Hospital
Monica Revoczi	Meeting Facilitator	Interaction International, Inc.
Nicki Chopski	Health Professions Bureau Chief	Division of Occupational and Professional License
Paige Nielebeck	Management Assistant	Idaho Workforce Development Council
RaeLyn Price	Instructor	ISU
Rakesh Mohan	Director	Office of Performance Evaluations
Randall Hudspeth	Executive Director	Idaho Center for Nursing
Robert Vander Merwe	Executive Director	Idaho Health Care Association
Ryan Langrill	Principal Evaluator	Idaho Office of Performance Evaluations

Stephanie Mai	Program Quality Manager	Idaho Career & Technical Education
Wendi Secrist	Executive Director	Idaho Workforce Development Council
Zendi Meharry	Director of Clinical Operations	Cascadia Health Care

**Welcome, Committee Overview, and Introductions**

Wendi Secrist, Executive Director, Idaho Workforce Development Council

Wendi introduced herself and thanked Senator Lent for his interest in this issue. His work with the legislature to allocate funding for the project has been so valuable. She wanted to clarify that she is not a nurse, and neither is Monica, which is why it is so important that all the participants speak up. She and Monica are here to facilitate the conversation and come up with solutions. She stated that Idaho needs more nurses of all kinds, CNAs are a key starting point for welcoming people into the profession.

COMMITTEE GOAL: The goal of the committee is to recommend a statutory framework for the governance of nursing assistants in Idaho. Questions related to this goal are:

1. What is Idaho’s approach to regulating nursing assistants?
2. How does the state’s approach affect the occupation and employment of nursing assistants?
3. How do other states govern certified nursing assistants?

Introductions were made by each participant with their name, organization, and their connection to this work (see table above).

**Meeting Overview**

Monica Revoczi, Facilitator, Interaction International, Inc.

Monica Revoczi introduced herself as the meeting facilitator and Elizabeth Rosenberger who will be documenting the meetings and doing research to help inform the group’s work.

Monica shared that the plan today is to set a foundation for our work together. She went through the agenda topics and gave a brief slideshow going over the principles of engagement for the meeting. She reminded everyone that they are the experts, so their participation in the meeting is important.

**Idaho Office of Performance Evaluation Review of Idaho’s Governance of Nursing Assistants: Presentation and Q&A**

Ryan Langrill, Principal Evaluator, Idaho Office of Performance Evaluation (OPE)

Rakesh Mohan, director of the Office of Performance Evaluations, introduced himself and explained that the OPE is an independent and nonpartisan agency of the Idaho State Legislature. He explained that Senator Lent requested this report and Ryan completed it. He emphasized that they do not write policy, they answer questions and make recommendations.

Ryan Langrill then introduced himself as a Principal evaluator with OPE. He stated that they typically do 3-5 in depth reports per year but can also provide information at request. The report being used here is not a full report but simply meant for background information. He then gave a slideshow presentation discussing the findings of his report.

Summary of Concerns (compiled from slideshow):

- 1. Governance lacks formal input requirements**
  - a. Medicare-certified nursing homes may only hire nurse aides on the state's nurse aide registry
  - b. One third of assistants are employed in nursing homes (national average)
  - c. The Bureau of Facility Standards contracts with the federal government to certify for Medicare
  - d. Bureau's authority only extends to nursing homes
- 2. Certification of assistants in nursing homes may conflict with broader workforce goals**
  - a. Nurse aide training meets Medicare home health and hospice aide training standards
  - b. Employers value the CNA credential
    - i. Training is a marker of quality
    - ii. Employees more likely to know what caregiving entails
    - iii. Credentialing requirements for third-party accreditation standards
  - c. CNA certification is an imperfect fit for employers needs outside of nursing homes
    - i. Curriculum focuses on nursing home setting
    - ii. No oversight or defined scope of practice outside nursing homes
    - iii. Training in non-nursing home settings difficult to apply towards certification
- 3. Lack of oversight outside nursing homes**
  - Acute care hospitals
  - Physician offices
  - Home health agencies
  - Assisted living

Neighboring states, 2 paths to consider:

1. WYOMING
  - a. Board of Nursing manages the nurse aide registry
  - b. In nursing homes CNAs are regulated
    - i. Statute authorizes and rule defines training requirements and scope of practice for CNA I and CNA II
  - c. Home health aides are required to have CNA certification
  - d. Nurse assistants unregulated elsewhere
2. NEVADA
  - a. Board of Nursing manages the nurse aid registry
  - b. Statute establishes the requirements for CNAs and training programs
  - c. Certification is required for ALL nursing assistants in all settings.

Discussion:

1. Raelyn Price: *Ryan stated that Nationally 1/3 of CNAs work in long term care. Why not compile just Idaho data?* Ryan: I can dig to see what the numbers in Idaho are. Acute care hospitals are the largest employers of CNAs in Idaho but will try to get more concrete numbers.

Monica thanked Ryan and Rakesh for their foundational work.

***Advisory Committee Project Plan/Milestones and Supporting Information: Review and Discuss***

Monica discussed the preliminary project plan that she put together with Wendi. The work is scheduled between now and December. In December they want to be ready with a recommendations report

presented to Joint Finance & Appropriations Committee. There will be monthly meetings with two 6 hour in-person meetings in July and October (see table on next page). Between now and the July meeting they will be building upon the existing report and expanding to additional states. The research will be done by Monica's contractor, Elizabeth Rosenberger. Monica invited feedback from the group.

Discussion:

1. Randall Hudspeth: *It would be interesting to have some background from the people that currently manage the CNA registry. What are some issues? Do previous barriers still plague the organization today?* It would be helpful to have some of that background as we move ahead. Laura Thompson manages the CNA registry but has no authority over those outside of nursing homes. She will give a presentation at the next meeting.
2. Raelyn Price: *Why the shift from the Idaho state board of nursing? What is the history of our CNA program?* Randall Hudspeth can share at the next meeting.

Schedule	Meeting/Topic/Milestone	Notes
June 15 <sup>th</sup> , 2022 (remote)	<b>Kickoff Meeting: Establish a Common Foundation of the Work to be Accomplished by the Advisory Committee</b>	Research on other states' practices to be conducted after this meeting.
July 2022 (in-person longer meeting)	<b>Identify Stakeholders and Associated Communication and Input Needs</b>  <b>Review Other States' CNA Governance and Scope of Practice</b>  <b>Discuss and Work Toward Consensus on Idaho's Scope of Practice for NAs/CNAs</b>	Integrate all OPE and other states' findings into the process throughout.
August 2022 (remote)	<b>Discuss and Work Toward Consensus on Idaho's Governance of NAs/CNAs</b>	
September 2022 (remote)	<b>Affirm Scope of Practice and Governance Recommendations, Discussing any Remaining Items</b>	
October 2022 (in-person longer meeting)	<b>Discuss and Work Toward Consensus on Idaho's Certification of NAs/CNAs, including Accompanying Training Implications/Needs, Disciplinary Process/Measures, and How the Registry Should be Managed</b> <b>Explore Whether Other Supports are Required to Support Recommendations (e.g., funding)</b>	
November 2022 (remote)	<b>Discuss and Establish Consensus on Any Remaining Recommendations, as Needed</b>  <b>Review, Discuss, and Finalize Advisory Committee Recommendations Report</b>	
December 2022	<b>(No Advisory Committee Meeting Anticipated)</b> <b>Recommendations Report Presented to Joint Finance &amp; Appropriations Committee</b>	

**Research other states practices:**

States in the OPE report to expand on:

- Oregon (focus on rural parts)
- Montana
- Nevada
- Utah
- Washington (focus on rural parts)
- Wyoming

New states to research

- Alaska

- South Dakota
- North Dakota

Questions to ask:

1. Do they license, register, or certify their nurse aides?
2. Is there reciprocity between states?
3. Who manages their CNA registry?
4. Training:
  - a. Where are they getting their training? Schools, employers, online?
  - b. Who has oversight over all these programs?
  - c. How do they test? Through a contractor?
  - d. What are the requirements for instructors?
  - e. What is their curriculum requirement? (How many hours?)
  - f. How do they train CNAs in rural areas?
5. Current CNAs
  - a. What is the pay rate of their CNAs?
  - b. What is their CNA retention rate?
  - c. What are the perceived correlations of retention related to pay and training?
  - d. What percentage of their CNAs are regulated (if not all regulated)?
6. Overall
  - a. Are the employers happy with the quality and quantity of CNAs?
  - b. What are some complaints?
  - c. What's working?
  - d. What's not working?

Discussion:

1. Robert can ask about nursing home databases for CNAs
2. Stephanie & Laura will look for Debbie Ransom's nurse aide information table
3. Nicki Chopski will look into the National Council of State of Boards of Nursing (NCSBN)

***Wrap Up***

Monica Revoczi

Monica summarized the meeting highlights. They all got to know everyone a bit and their backgrounds. They heard from Ryan and Rakesh and discussed their plan moving forward. They also discussed the continued research and questions to ask.

Monica asked if anyone had anything to share as they wrapped up? Robert replied that everyone on this call has the same goal in mind: good patient care and an educated workforce.

Monica requested that anyone who has contacts, suggestions, or lists that would help Elizabeth in her research please send by Monday, June 20<sup>th</sup>.

**The next meeting will be in-person in Boise on July 26, 2022, from 8:30am-3:00pm.** Travel expenses will be covered as well as lunch provided.

Wendi Secrist thanked everyone for their time and efforts on this committee. She looks forward to seeing everyone at the meeting in July.

**Next steps:**

- Randall Hudspeth will give a brief overview of the history of the CNA program at the next meeting
- Laura Thompson will speak about managing the CNA registry at the next meeting

- Elizabeth will follow-up with Stephanie, Laura, and Ryan for leads on the research component.
- Robert will ask about nursing home databases for CNAs
- Stephanie & Laura will look for Debbie Ransom's CNA information table
- Nicki Chopski will look into using the National Council of State of Boards of Nursing (NCSBN) for data

**Meeting adjourned:** 3:33pm