



1199SEIU Training and Employment Funds

New Challenges Everyday

Understanding the New Resident, the New Care Giver,
and the New Face of Long Term Care



Sakara Bey

1199 League
Labor Management Project

Labor Management Consultant

8 Years of Experience in working in
Long Term Care







**800
Beds**

109,257 Residents

50,000 Nursing
Home Workers

657 Nursing Homes

3rd largest in the
LTC provider in the
country based on #
of beds



Workshop Objectives

By the end of this workshop, we should be able to identify:

- Current changes impacting long term care
- Strategies some organizations are using to prepare
- Useful information to share and prepare one's self for the future of long term care

Who's in the Room?

ACTIVITY

Please share your:

- First name
- Title
- # of years working in long-term care
- Do you plan to live in a nursing home?
 - Why?
 - Why Not?



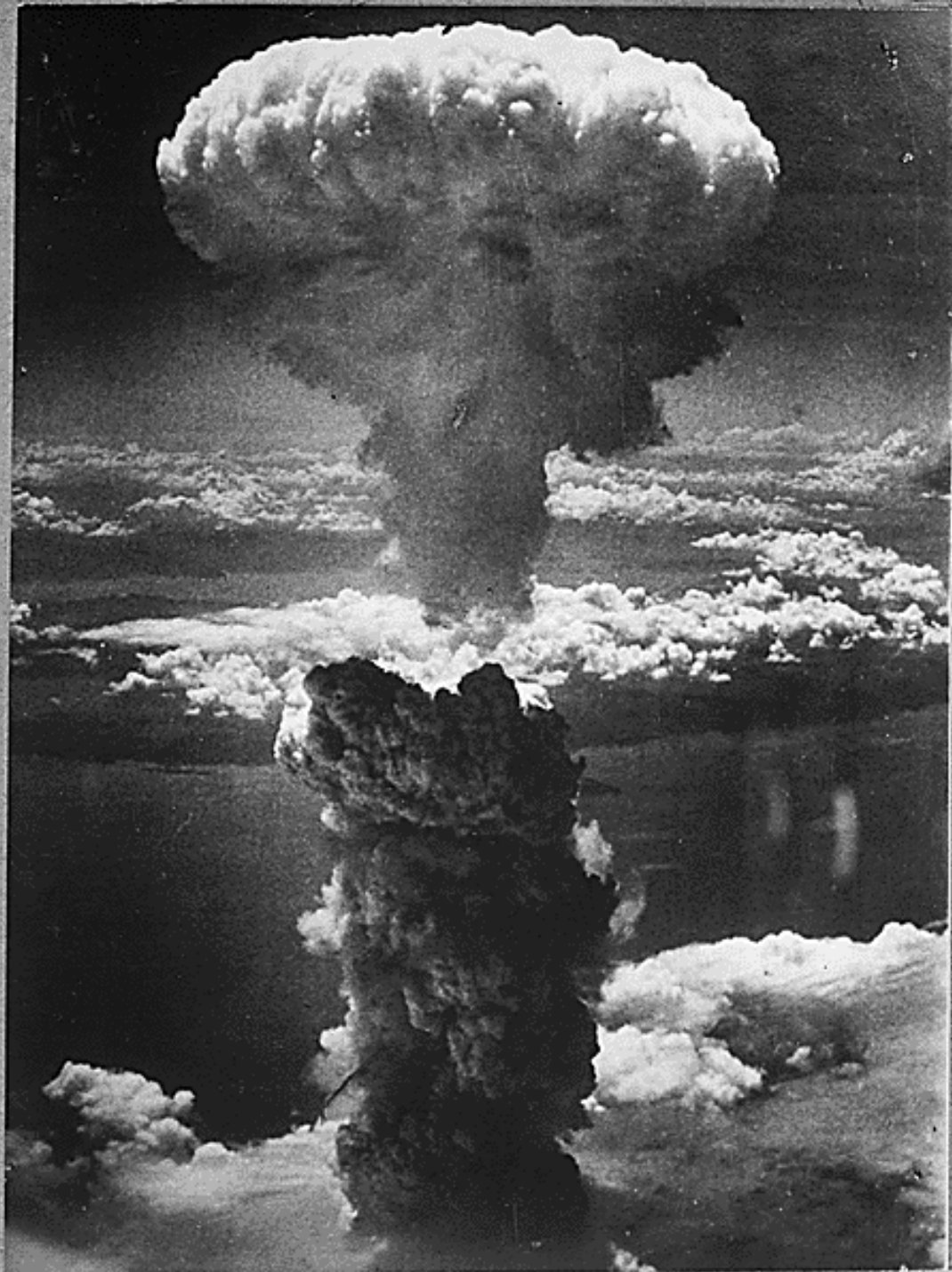


















Major Influences on LTC in America



- Religion
- War
- Government

- ✓ Social Security Act of 1935
- ✓ Medicare & Medicaid Laws of 1965
- ✓ Omnibus Reconciliation Act (OBRA) of 1987

The Age of the Consumer



Today's Drivers for Change



Consumer Preference Means:

- ✓ Less Restrictive Settings
- ✓ More Independence
- ✓ Integration with the Community
- ✓ Adaptability for Differing Acuity
- ✓ Meeting Individual Needs
- ✓ Non- institutional alternatives

Just the Facts: 2010



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How are You Feeling the Impact?



Lack of Staffing

Lack of Resources

Failing Plants

Inadequate amount of time
spent with the Residents

Too little on-going education

Less with More!



Nursing Homes Have Few Options...

Typical Nursing Home Budget:

People: 73%

Supplies &
Overhead: 20%

Building: 7%



If consumers have the money...



And nursing homes don't...

Where's the Money?

- US spent more than any industrialized country on healthcare **2.2 Trillion Dollars**
- The nursing home industry is the second most regulated industry in America (only beat out by the nuclear industry)
- Most nursing homes get most of their funding from the government—nearly half
 - In 2000, 44 billion was spent on NH care, 6 billion on home and community based care, an increase of 20 billion 10 years prior.



VS.



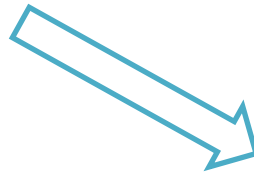
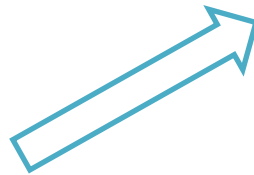
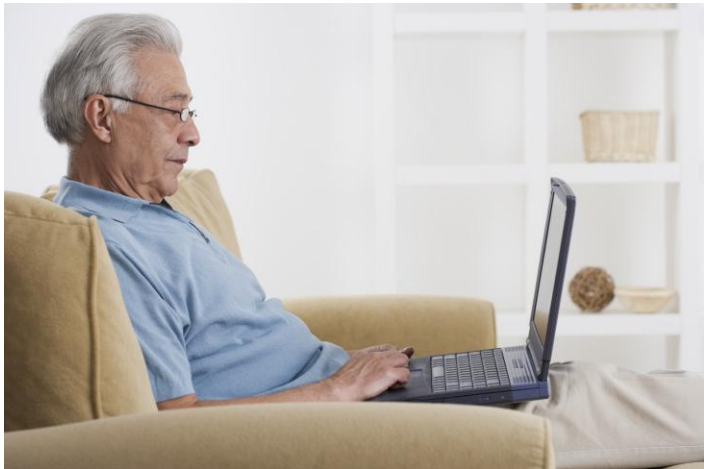


A high-angle, wide shot of a massive crowd of people, likely at a music festival or large gathering. The crowd is dense and fills the entire frame, with many individuals wearing hats and casual clothing. The text is overlaid on the center of the image.

77.3 million
Boomers







And they've Heard All About...





Carving a NEW Landscape



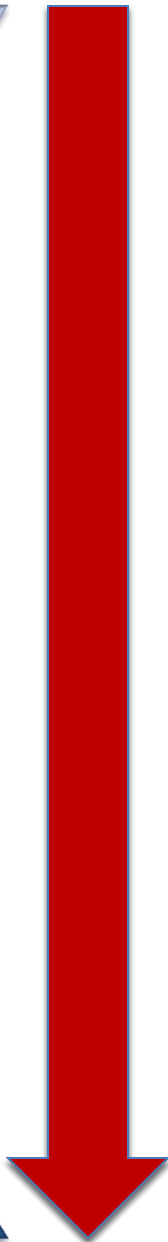
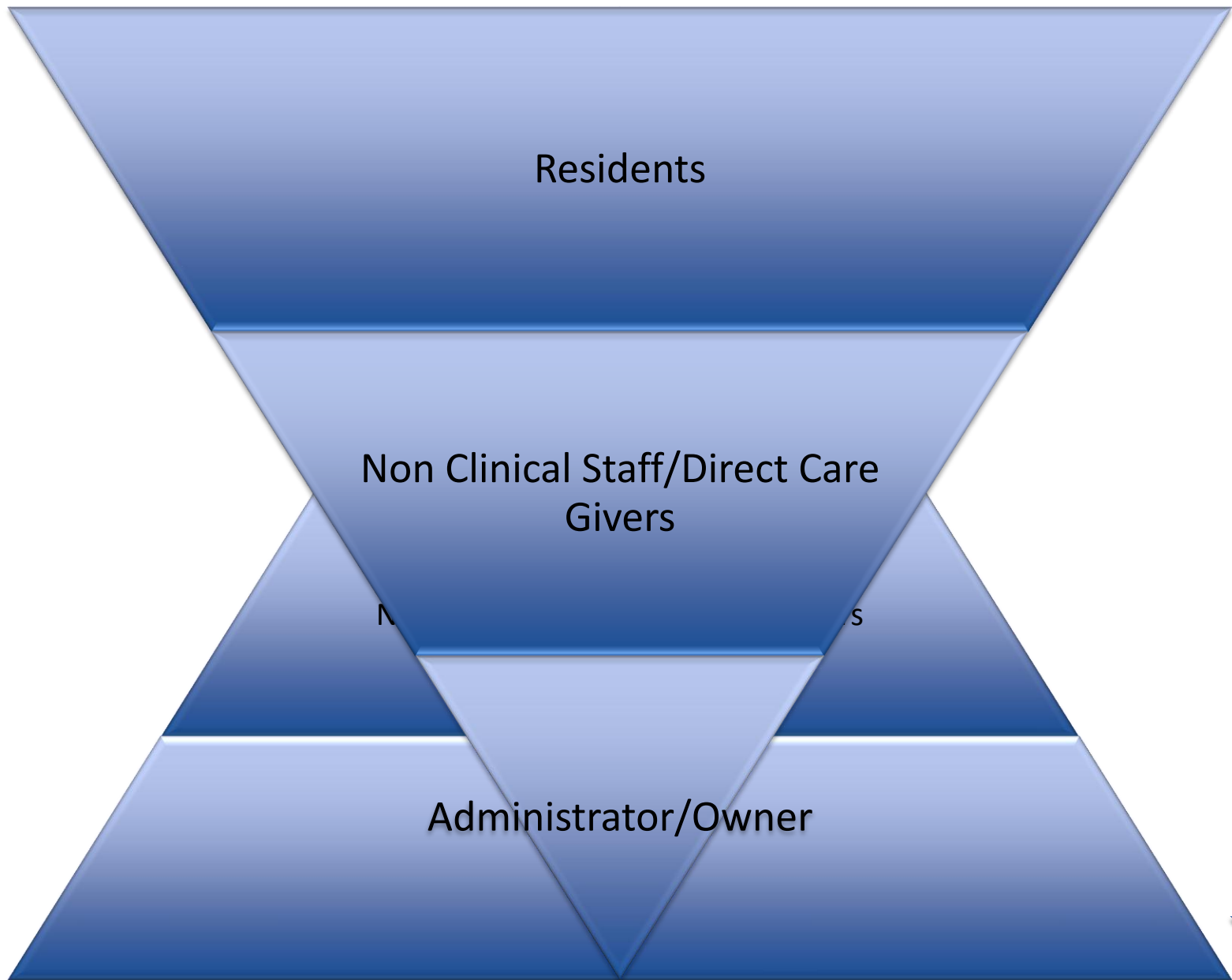
Want to live at home

Home-like Settings

Autonomy over daily routines

Focus on living not care

Consistent Care givers



Video clip



THE GREEN HOUSE PROJECT

caring homes for meaningful livesSM





ALTERNATIVE®



Household Model



- Smaller living rooms with entertainment units
- Reception desks and fireplaces
- Laundry for 24 people
- Small groups of residents -- 48 residents in each Household, subdivided into living areas of 12 residents to a living/activity area
- Pets, plants, fish aquariums for all to enjoy
- Patio & garden



QCC

CCLC & 1199SEIU
TOGETHER WE CAN

1199SEIU League Labor Management Project



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Federal Response

APRIL 2009 – 20 YRS LATER!!

- **F172** – Access and Visitation
- **F175** - Married Couples
- **F421** – Dignity
- **F 242** – Self Determination & Participation
- **F 246** – Accommodation of Needs
- **F247** – Roommate Change
- **F252** – Environment
- **F256** – Lighting
- **F371** – Sanitary Conditions
- **F461** – Resident Rooms

But wait....there's more!

- These F-Tags must be coordinated with the following to receive maximum payment:
 - The MDS
 - Care Planning/ADLs
 - Admissions and Assessment Process
- RUGS, QIS, MDS 3.0
- Pay 4 Performance – Quality Improvement

Assess & Document!

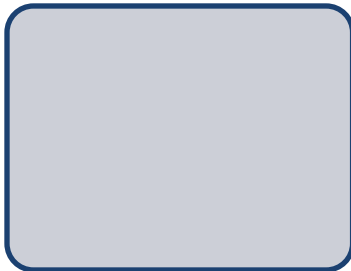
The Future Resident



By 2030, it is projected that 70 million Americans will be 65 or older and 8.5 million be age 85 or older



At current usage rates, there will be 3 million residents living in nursing homes



More than half will need assistance in all five ADLs

The Future Resident

- More of Them
- Longer Life Spans
 - Sicker, longer
- More Chronic Disease
 - Hypertension
 - Diabetes
 - Cancer
 - Alzheimer's/
Dementia



How Will the Changes Impact Care?



Changing Models of Care Delivery

New Frameworks

- Culture Change
- Resident-Centered Care
- Person-Centered Care
- Person Before Task
- Empowerment
- Engagement

Staffing Implications

- Electronic Medical Records
- Documentation
- Cross title jobs
- New job descriptions
- Less Managers
- More Skills required
- Increased Safety Issues
- Assessments
- Varying Acuity Levels

The New Nursing Home



Personalized
Integrated into Community
Technologically Advanced
Emphasis on Hospitality

The Care Provider

How best to prepare?



- **Be Proactive...**
 - Get involved
 - Educate yourself
 - Help Steer direction
- **Be Open...**
 - Work differently
 - Confusion is ok
 - Rely on teamwork
- **Be Nimble...**
 - Start projects that are multi-discipline
 - Expect the unexpected

Web Resources Available

- www.QualityCareCommunity.org
- www.PioneerNetwork.net
- www.1199.org
- www.edenalt.org
- www.greenhouseproject.org
- www.phinational.org
- www.cms.hhs.gov
- www.NursingSociety.org
- www.annalsoflongtermcare.com

Today's Resources

- NYU/Hartford Institute for Geriatric Nursing – Issues Paper
- Retooling for An Aging America: Building the Healthcare Workforce
- Pioneer Network's: Nurse Leaders' Competency Survey for Culture Change
- Local community College
- Blurring of Responsibilities Worksheet
- Summary of New F- Tags
- QCC Newsletters and Information Sheets

References

- www.cdc.gov
- www.healthinaging.org
- www.kff.org
- <http://www.startribune.com/local/east/40261707.html?page=3&c=y>
- http://www.consumeraffairs.com/news04/green_house.html#ixzz0j1Z6SzmN
- www.Webmd.com
- <http://www.hsph.harvard.edu/chc/reinventing/Report.pdf>



Sakara Bey

1199 League Labor Management Project

Sakara.bey@labormanagementproject.org

212.894.4314