

# REMOVE WORKFORCE BARRIERS. IMPROVE ACCESS TO CARE.

Across Minnesota, the pervasive workforce shortage in senior care is limiting access to care for our state's most vulnerable residents. Today, 17,000 caregiver positions remain unfilled, causing seniors to be turned away from the care they need.

In addition to investing in family-sustaining wages for caregivers, expanding career opportunities will attract more people to the caregiving profession.

The State of Minnesota is our partner in caring for our one million Minnesota seniors. Removing workforce barriers will help build the workforce needed to secure access to care for older adults in every corner of the state.

## THE CHALLENGE

### Foreign-Trained Nurses Face Progression Obstacles

Foreign-trained nurses who desire to be trained as a Medication Aide can only obtain training from a higher education institution.



**Training opportunities are expanding for domestically-trained staff and nurses, and Minnesota should not create a two-tier system for people seeking this training.**

## THE SOLUTION

### Equal Progression Opportunities for Foreign-Trained Nurses

Foreign-trained nurses bring valuable skills and expertise and can fill positions as the workforce shortage continues in senior care. Prioritizing equal opportunity for progression for foreign-trained nurses benefits Minnesota's diverse talent pool and strengthens our health care system.



**Ensure there is equal opportunity for progression for foreign-trained nurses. Allow all nurses and staff to equally access TMA programs approved by the Dept. of Health.**

## THE CHALLENGE

### Language Barriers Impact ELL Caregiver Candidates

Certified Nursing Assistant (CNA) applicants must pass a written exam and a skills exam. MDH currently does not provide the written exam in languages other than English.



**Due to language barriers, it is difficult for English language learners to pass the written exam.**

## THE SOLUTION

### Equal Testing Opportunities for ELL Caregiver Candidates

Minnesota's workforce needs require solutions that consider the changing demographics of our talent pool.



**Require accommodation for the written exam to be available in languages other than English.**

## REAL STORIES. REAL IMPACT



**JOHANNA KEGG**

CO-OWNER VIDA:

VITAL INTERPRETING DELIVERING ACCESS

Long Prairie, MN



**ELIZABETH QUILLO**

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*"IT'S REALLY HARD TO RECRUIT AND RETAIN GOOD PEOPLE. I KNOW THAT THERE'S PEOPLE WHO WOULD LOVE TO BE A CAREGIVER BUT THEY CAN'T AFFORD TO RAISE A FAMILY ON THIS SALARY—THEY CAN GO DOWN THE STREET TO STATE FARM OR MCDONALDS OR WALMART AND RECEIVE HIGHER WAGES."*



**CANDAS SCHOUVIELLER**

ADMINISTRATOR AT OAK

HILLS LIVING CENTER

New Ulm, MN

Support **equal progression opportunities** and equal testing opportunities to help caregivers like Johanna, Elizabeth and Candis ensure every Minnesota senior has access to care when they need it.

