

LeadingAge Minnesota Health Sector Workforce Challenge

Your ideas, your future

Workforce Challenge Background

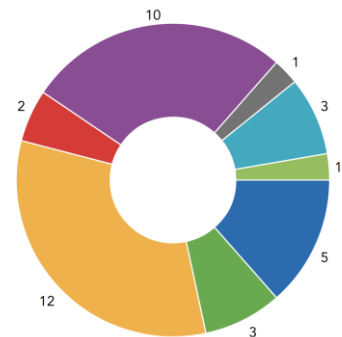
This is a pivotal time within our communities, as organizations are called to care for more individuals and families facing a multitude of physical, emotional and behavioral, and social needs. The touch point for those needing care and services are the direct caregivers, and support and administrative teams, providing essential services. All of the work is being done simultaneously with efforts to redesign systems of care.

Given the complexities and unique needs related to the current and future employees in healthcare and long term care, the Minnesota Hospital Association collaborated with LeadingAge Minnesota, Saint Mary's University Graduate School of Health and Human Services and ignite! Innovation, an Optum Service, to design the **Health Sector Workforce Challenge**. The goal of the Challenge was to utilize crowdsourcing, a new way of collaborating online, to generate ideas that could help benefit the entire health sector workforce and to stimulate conversation in a different way that has the potential to bring different groups together. The Challenge included interdisciplinary thought-leaders from across the continuum of care to address a multitude of issues, with the cornerstone being a commitment to advance strategies to support a stable, competent, and resilient workforce.

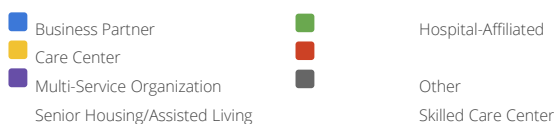
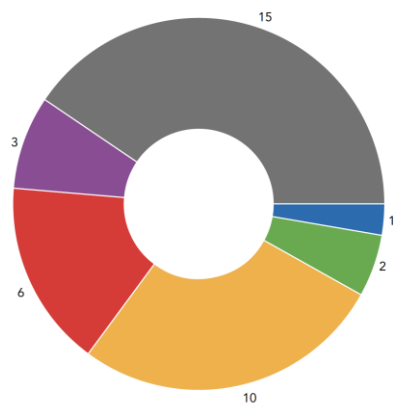
Ideating Together to Impact the Workforce of Tomorrow

In total, there were more than 150 unique participants for the two Challenges (LeadingAge Minnesota = 77 unique users; Minnesota Hospital Association = 78 unique users). 44 of these participants submitted an idea and over half participated in the voting process. Interestingly, the participants represented a diverse segment of the leadership, from frontline nurse managers, to human resource executives, to CEOs, from the most rural parts of the state to the urban centers in the Twin Cities. The demographics for the LeadingAge Minnesota Challenge are as follows:

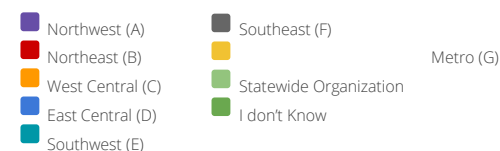
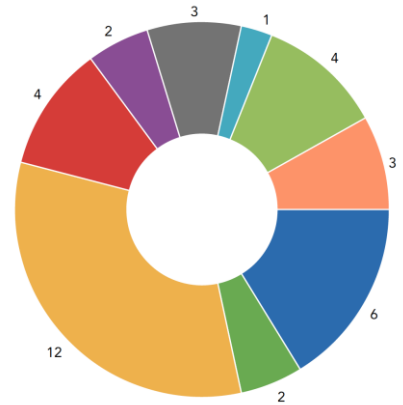
Ideas by Role/Rank



LAMN Ideas by Department



LAMN Ideas by Location



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High Level Overview of Findings

The Challenges garnered a number of novel ideas, several of which were related and often repeated by the other association membership (e.g. changes to educational preparation for nurses). Many of these ideas have merit for the health sector and higher education and may inform reprioritization of current and future offerings or strategies.

On the other hand, many of the ideas submitted were familiar. This can be viewed as reassuring, in that there is support for strategies to advance the concepts and may elevate the ideas higher on the agenda of the associations and/or higher education.

The ideas fell into these aggregate buckets:

Defined career laddering & leadership development within healthcare organizations & professions.	Expansive requirement for Nursing Assistant training & certification (e.g. requirement for all nurses and/or all licensed health professionals, high school students).	Enhanced curricula and continuing education for prospective and current employees to improve quality of care, patient/resident experience, care coordination and self care/retention.
Form a consortium to develop and deliver compliance and safety education to avoid duplicative efforts within and across organizations and associations.	Internships Immersion experiences Scholarships Incentives	Technology-driven solutions to augment workforce.
Rural health workforce support.	Nursing-specific educational and operational ideas.	Develop and offer educational programs for professions with critical shortages - or identify barriers to expand number of slots in existing educational programs.
Retention and resilience training for all managers and administrators, including how to train and model the approaches to others, such as front line staff and clinicians.	Diversity and inclusion programs and strategies to attract, develop, and advance individuals and communities currently underrepresented in workforce and leadership teams.	Programs and supports for unique needs of workforce such as night care and childcare for dependents.

Additional Information and Next Steps

More information can be found in the Workforce Center on LeadingAgeMN.Org. Here you can download a copy of this handout, a more extensive report, and the raw data from the challenge.

This information is being used to support in collaborative efforts with our members and the community to continue our efforts to address our workforce challenges.

We want to thank everyone who contributed to the challenge and look forward to future collaboration.