



MINNESOTA
GERONTOLOGICAL
SOCIETY

FREE WEBINAR
September 27, 2021
12:00 - 1:00 pm

Handouts:
mngero.org

Type your
questions during
the webinar



Traci Larson

Deb Barnes



Jenna Kellerman

Building the Workforce Pipeline in Long-term Care

with

Traci Larson, LNHA, Presbyterian Homes & Services
Deb Barnes, LNHA, Lakeview/Methodist Health Services
Jenna Kellerman, MA, CPG, LALD, LeadingAge Minnesota

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1

Impact of chronic stress and trauma

- Silver linings have given way to burnout and trauma
- We've tried many solutions throughout decades of challenge – what is working now?



2





Understanding the impact of COVID-19 on the long-term care workforce



- Mental health impacts
- Staffing crisis and impacts on care
- False reality of a “new normal”
- Disrupted pipeline



Solutions to the COVID-19 pipeline disruption

-  Department of Economic and Employment Development (DEED)
-  Workforce Councils - have a voice at the table
-  Help schools meet their new needs
-  Be inclusive and transparent – involve those you serve in the solutions



Training contributes to recruitment & retention



Need, urgency, technology, and ability to train has dramatically changed

Historical training of leaders has demonstrated significant impact on team resiliency

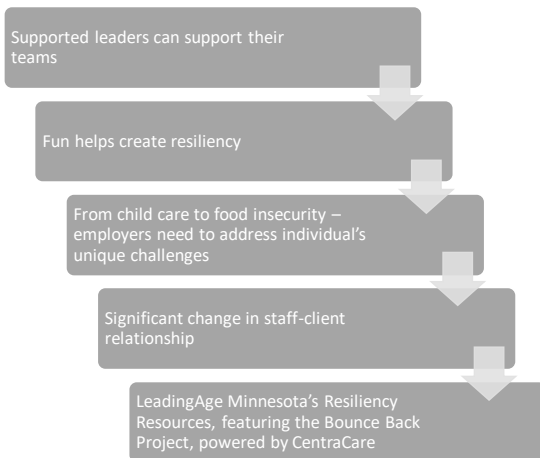
Hiring staff with less experience has both saved and challenged our workforce

Workforce Councils, STEP, and other partners are key to training success

Outside agencies may be returning to a new normal – are we?



Employers can help prevent staff burnout



Questions?



7

7



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Questions or Comments:

Contact: info@mngero.org

Next Webinar: Wednesday, October 27, 12N-1PM

COVID-19 Caregiving Older Adults, Adults with Disabilities, Somali-Americans

With: **Elizabeth Lightfoot, PhD**, Director of the Arizona State University, School of Social Work
Kamal Suleiman, Undergraduate University of Pennsylvania.

8