



Minnesota Department of **Human Services**

Minnesota Nursing Facility Scholarship Program

Health Care Workforce
Commission

October 15, 2015

Scholarship Program Design

- All nursing facilities in the MA program are eligible to participate
- Eligible scholarship recipients include all employees who work average of 10 hours per week or more, except the administrator
- Scholarships are for educational programs that lead to advancement within the facility or within LTSS
- Scholarships may cover tuition, fees, books, materials, and related transportation and child care

Scholarship Program Design

- Facility reports allowable costs annually
- Scholarship rate equals costs divided by resident days
- Seed funding was provided in 2002 to all facilities and is available again in 2016 for facilities that are no longer participating and request the funding

Scholarship Program Goals

- Support long-term care facilities' efforts to recruit and retain qualified employees
- Expand Minnesota's long-term care (LTC) workforce
- Improve the education and skills of long-term care employees
- Provide employees with a means of career advancement
- Improve quality

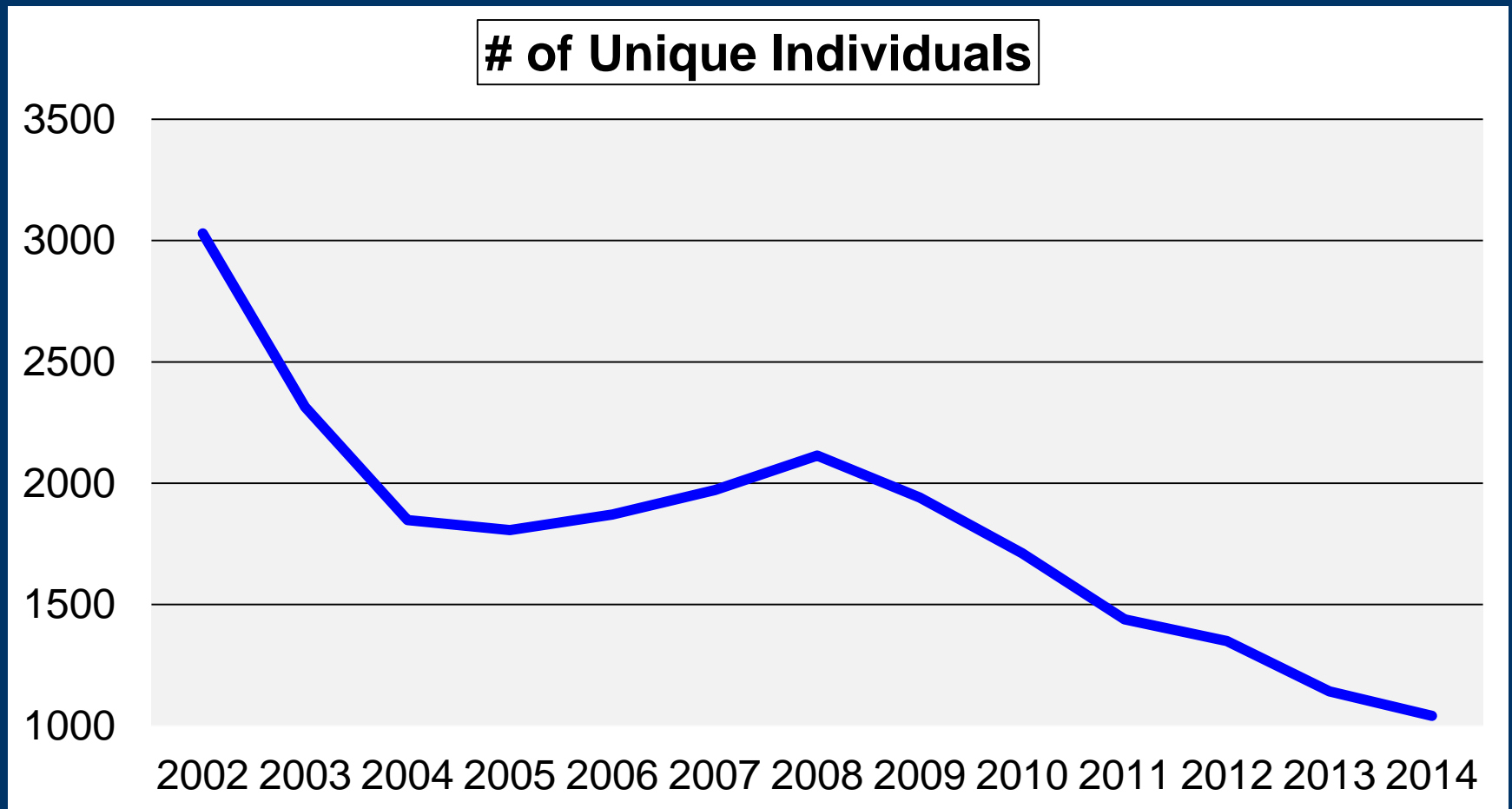
Characteristics of Employees that Participated in the Scholarship Program

| Employee Demographics of Recipients | % of Recipients |
|-------------------------------------|-----------------|
| Female | 84% |
| Age less than 21 | 7.6% |
| Age 21-44 | 77.1% |
| Age 45-64 | 15.1% |
| Age 65+ | 0.2% |

Characteristics of Scholarship Recipients: Job Position

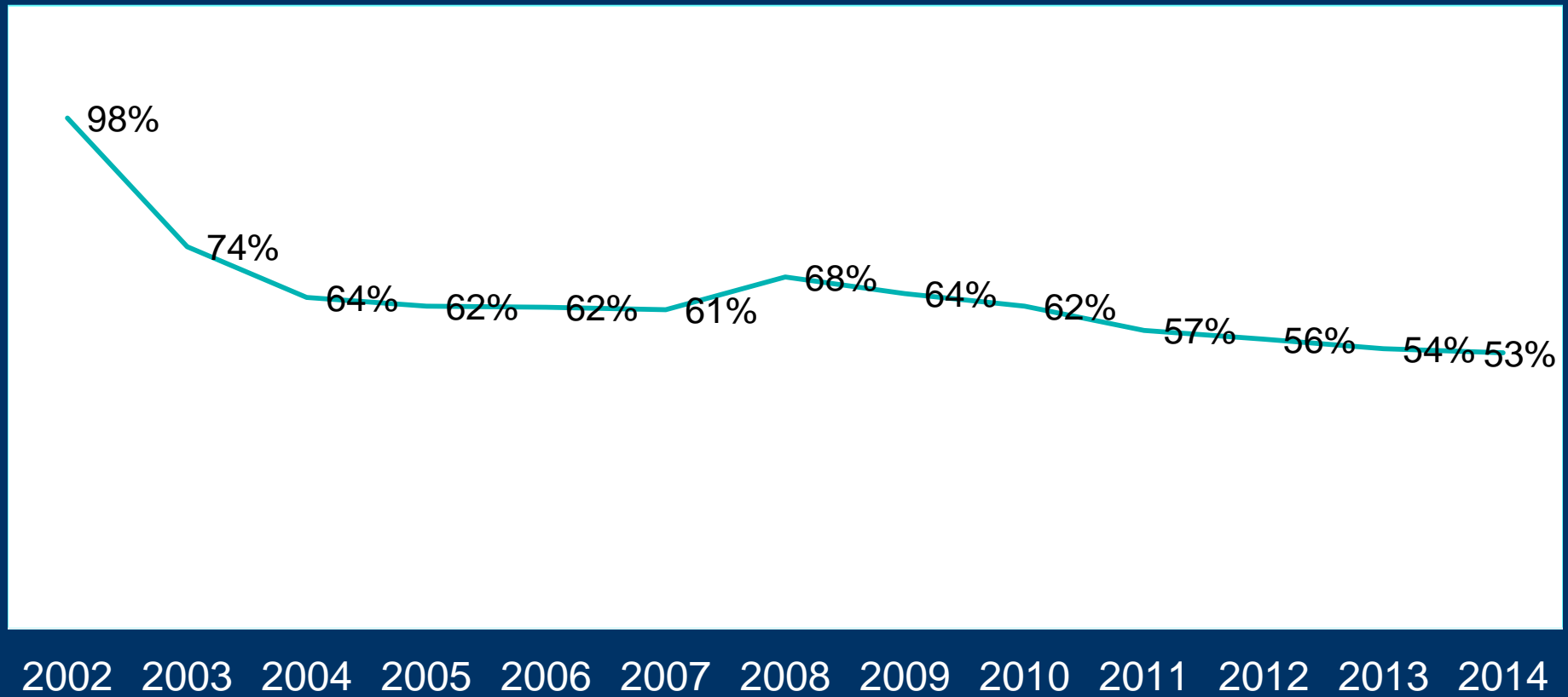
| Position held while Scholarship Recipient | % of Recipients |
|--|------------------------|
| Accounting/Payroll | 0.38 |
| Activities/Fitness | 1.35 |
| Computer/MIS/Health Information | 0.38 |
| Dietary/Cook | 3.75 |
| Health Unit Coordinator | 0.96 |
| Housekeeping | 0.77 |
| HR/Benefits/Staffing | 0.58 |
| LPN | 25.29 |
| Maintenance/Janitorial | 0.67 |
| Nursing Asst/CNA/Nurse Aide | 54.81 |
| Office/Clerical/Receptionist | 0.77 |
| Personal Care Asst/PCA/HHA | 0.48 |
| Social Worker | 0.58 |
| Therapist/Therapist Assistant | 0.19 |
| Trained Medication Assistant | 6.54 |
| Other Position | 2.50 |

How has Participation in the Program Changed?



How has Facility Participation in this Program Changed?

Participation Level



Annual Program Expenditures

| Year | Amount |
|-------------|---------------|
| 2002 | \$ 3,053,182 |
| 2003 | \$ 2,821,689 |
| 2004 | \$ 2,587,770 |
| 2005 | \$ 2,439,291 |
| 2006 | \$ 2,690,485 |
| 2007 | \$ 3,420,024 |
| 2008 | \$ 3,888,437 |
| 2009 | \$ 4,089,031 |
| 2010 | \$ 3,632,973 |
| 2011 | \$ 2,992,510 |
| 2012 | \$ 2,608,530 |
| 2013 | \$ 2,230,868 |
| 2014 | \$ 2,064,928 |

Retention Rate Comparisons

| Job Classification | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 |
|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| RN participating | n/a | 74% | 74% | 79% | 77% | 73% | 67% | 69% | 69% |
| RN non-participating | n/a | 72% | 69% | 79% | 74% | 68% | 66% | 69% | 66% |
| LPN participating | n/a | 77% | 77% | 79% | 78% | 78% | 70% | 75% | 74% |
| LPN non-participating | n/a | 75% | 74% | 78% | 75% | 76% | 73% | 73% | 72% |
| C.N.A. participating | n/a | 67% | 67% | 70% | 69% | 67% | 65% | 64% | 63% |
| C.N.A. non-participating | n/a | 64% | 66% | 68% | 68% | 67% | 70% | 63% | 62% |
| All job classes participating facilities | 72% | 71% | 72% | 75% | 73% | 72% | 69% | 70% | 69% |
| All job classes non-participating facilities | 71% | 72% | 72% | 75% | 74% | 72% | 70% | 68% | 67% |

Relationship between Scholarship per diem and Quality Indicator Score

- Correlation based on 2012 data: 0.02
- Average QI scores:
 - non-participating NFs: 61.88
 - participating NFs: 63.44
- Median QI scores:
 - non-participating NFs: 62.49
 - participating NFs: 62.41

Relationship between Scholarship per diem and Quality of Life Score

- Correlation based on 2012 data: 0.03
- Average QoL scores:
 - non-participating NFs: 82.10
 - participating NFs: 82.39
- Median QoL scores:
 - non-participating NFs: 82.11
 - participating NFs: 82.50

For additional information
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