

Virginia Department of
Health Professions
Board of Long-Term Care Administrators

Regulatory Advisory Panel

April 26, 2019

The Virginia Board of Long-Term Care Administrators convened for a Regulatory Advisory Panel meeting on Friday, April 26, 2019 at the Department of Health Professions, Perimeter Center, 9960 Mayland Drive, 2nd Floor, Board Room #2, Henrico, Virginia.

BOARD MEMBERS PRESENT:

Marj Pantone, ALFA, Panel Chair
Martha Hunt, ALFA
Basil Acey, Citizen Member

OTHER PANELISTS PARTICIPATING:

Rebekah Allen, JD, Office of Licensure and Certification, Virginia Department of Health
Charles O. Flynn, ALFA, NHA AIT, Friendship Retirement Community
Judy Hackler, Virginia Assisted Living Association
Lisa Hahn, Virginia Department of Health Professions
Ashley Jackson, NHA, Bay Lake Independent Living, Assisted Living and Memory Care
Sharon Lindsay, Department of Social Services
Dana Parsons, LeadingAge Virginia
April Payne, NHA, Virginia Health Care Association/Virginia Center for Assisted Living
Jennifer Pryor, MA, MS, ALFA, Virginia Commonwealth University, Department of Gerontology
J. Randolph Scott, NHA, ALFA, St. Mary's Woods
Alexa Van Aartrijk, ALF AIT, Virginia Commonwealth University
Paul Wade, Office of Licensure and Certification, Virginia Department of Health

DHP STAFF PRESENT FOR ALL OR PART OF THE MEETING:

Erin Barrett, Assistant Attorney General, Board Counsel
Elizabeth Carter, PhD, Virginia Workforce Data Center
Sarah Georgen, Licensing and Operations Manager
Lynne Helmick, Deputy Director
Corie Tillman Wolf, Executive Director
Elaine Yeatts, Sr. Policy Analyst

OTHER GUESTS PRESENT

Maribeth Bersani, Argentum
Missy Currier, Department of Social Services
W. Scott Johnson, Esq., Hancock Daniel Johnson PC
Randy Lindner, National Association of Long-Term Care Administrator Boards
Elizabeth Wilkins, Manorhouse Management, Inc.
Paul Williams, Argentum

CALL TO ORDER

Ms. Pantone called the meeting to order at 9:03 a.m. and asked the Board members, panel members and staff to introduce themselves.

Ms. Tillman Wolf then read the emergency egress instructions.

ORDERING OF THE AGENDA

Ms. Pantone requested proposed changes to the ordering of the agenda. Hearing none, she proceeded with the meeting.

PUBLIC COMMENT

There was no public comment.

CHARGE OF THE RAP

Ms. Pantone stated that the Regulatory Advisory Panel (RAP) was convened pursuant to 18VAC95-11-70 of the Board's Regulations related to Public Participation. The RAP was convened to provide professional specialization or technical assistance when the agency determines that such expertise is necessary to address a specific regulatory issue or action or when individuals indicate an interest in working with the agency on a specific regulatory issue or action.

Ms. Pantone stated that the RAP was convened for exactly those purposes - to convene stakeholders and other individuals interested in this issue to provide input and technical assistance to the Board regarding the Board's regulation of Administrators-in-Training who are training for licensure as Nursing Home and Assisted Living Facility Administrators.

Ms. Pantone stated that the meeting was to set the stage or build the foundation for the discussion and ultimate recommendations by looking at some of the available data and to answer some initial questions about AITs and the Administrator workforce:

- Who is in and who is coming into the administrator workforce? Who is leaving the workforce?
- Who is entering the pipeline to become an administrator? Who are the AITs and who are the preceptors? What issues have arisen regarding licensure?
- Where are the administrators and AITs working? What facility-based issues exist according to the available data, and what issues are related to the administrators?
- What issues do providers in the field experience? With AITs? With Preceptors? Who do the providers want in the pipeline?
- Finally, how does Virginia compare nationally? Are these issues the same as those experienced elsewhere? What can we learn from the national trends? What resources are out there?

Ms. Pantone asked the panel members to think about the following questions for additional discussion toward the end of the meeting:

- What are we doing well?
- What information are we missing?
- What is the ultimate goal?
- What recommendations are there for the Board? (Do these recommendations fit with the mission of the Board - to ensure safe and competent patient care by licensing administrators, enforcing standards of practice, and providing information to health care practitioners and the public?)
- What opportunities exist for other stakeholders?

DISCUSSION

Overview of Workforce Data Trends for Administrators

Ms. Pantone welcomed Dr. Carter, Executive Director of the Healthcare Workforce Data Center. Dr. Carter provided a presentation related to Virginia's Long-Term Care Administrator Workforce, highlighting data and trends from the 2018 Workforce Reports for Assisted Living and Nursing Home Administrators.

Overview of Administrator Licensure and Discipline Data from the Board of Long-Term Care Administrators

Ms. Pantone welcomed Ms. Tillman Wolf, Executive Director of the Board. Ms. Tillman Wolf provided a presentation of Administrator Licensure and Discipline Data from the Board of Long-Term Care Administrators. Ms. Tillman Wolf discussed the available data regarding the licensing and discipline of administrators, including trends in license count, examination scores, case types, and sanctions imposed.

Overview of Facility Data for Assisted Living Facilities

Ms. Pantone welcomed Ms. Lindsay from the Virginia Department of Social Services. Ms. Lindsay and Ms. Currier provided an overview of facility data and information for assisted living facilities. Ms. Lindsay briefly reviewed the different types of licenses that are issued, the number and types of violations identified during inspections, and the number and location of facilities within the Commonwealth.

Overview of Facility Data for Nursing Facilities

Ms. Pantone welcomed Mr. Wade from the Office of Licensure and Certification, Virginia Department of Health. Mr. Wade provided an overview of facility data for nursing facilities. He briefly reviewed information regarding the violations identified by the teams throughout the Commonwealth that conduct surveys. He noted that the types and numbers of violations relating specifically administrators were noted in the agenda packet and reviewed the documentation with the panel.

BREAK

The Panel took a break at 10:15 a.m. The Panel reconvened at 10:26 a.m.

The Provider Perspective in Virginia – Administrator Trends and Data

Ms. Pantone welcomed Ms. Hackler from the Virginia Assisted Living Association. Ms. Hackler spoke about the need for alternate pathways for licensure to ensure a consistent workforce, and the need to review the Voluntary Preceptor Directory as trainees were finding it difficult to secure a Preceptor. She stated that additional information had been provided in the agenda packet for the panel's review.

Ms. Pantone welcomed Ms. Payne from the Virginia Health Care Association/Virginia Center for Assisted Living. Ms. Payne noted several areas of concern including staff retention, incentivizing staff to stay in the workforce, staff stability, and attraction to the profession.

Ms. Pantone welcomed Ms. Parsons from LeadingAge Virginia. Ms. Parsons stated that the panel should assess the requirements for Administrators-in-Training (AITs) and the process to make it more relevant. She noted that LeadingAge Virginia was working on a task force with a local ECPI program. She noted that LeadingAge Virginia created a workforce cabinet to review solutions for workforce, and a leadership academy to train leaders in the field. She also stated that there are several LeadingAge programs in place of interest to the panel, including the Center for Workforce Solutions, National Emerging Leaders Summit, and Economic Impact Study.

The National Landscape for Administrators in Long-Term Care

Ms. Pantone welcomed Mr. Lindner from the National Association of Boards of Long-Term Care Administrators (NAB). Mr. Lindner provided a presentation on Leadership in Senior Living and Health Services. Mr. Lindner discussed efforts at the national level to promote leadership and academic programming in long term care through the Vision 20/25 Summit to be convened in Chicago in June, 2019, as well as the efforts of NAB to promote academic accreditation, licensure portability, training resources for AITs and preceptors, and validated examinations. Mr. Lindner discussed information gathered through a number of studies related to successful AIT training and examination performance. He further provided information on the NAB Health Services Executive (HSE) credential, continuing education registry, and study resources.

PANEL DISCUSSION

Ms. Pantone asked the panel to focus on the questions asked at the beginning of the meeting to start the overall discussion about AITs. Ms. Hackler proposed discussion on how many nursing home administrators were over assisted living facility administrators. Mr. Flynn stated that the NAB study guide was helpful for trainees.

NEXT STEPS

Ms. Pantone announced the next steps, including reviewing the requirements for becoming an AIT and the path to licensure, as well as the structure and requirements of the program itself. She stated that the panel will also develop the specific recommendations to the Board based upon discussion from the panel and discussion about the AIT experience.

Ms. Pantone said that the panel will hear from recent AITs and get their perspective about what they learned, how they learned, and whether their training translated into preparation for examination and licensure.

Ms. Pantone stated that the panel will also hear from preceptors and their insights into the training process and their relationship with their AITs.

She requested that the panel members begin thinking about the questions discussed as they relate to the requirements for AIT registration and training:

- What are we doing well?
- What information are we missing?
- What is the ultimate goal?
- What recommendations are there for the Board? (*Do these recommendations fit with the mission of the Board?*)
- What opportunities exist for other stakeholders?

NEXT MEETING

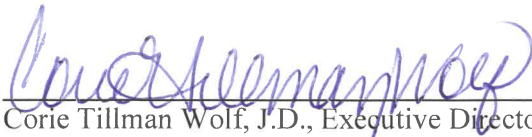
Ms. Tillman Wolf announced that she would follow up with participants regarding the resources referenced during the meeting. Ms. Pantone announced that the next panel meeting would convene in late June/early July pending availability of panel members.

ADJOURNMENT

With all business concluded, the meeting adjourned at 11:47 a.m.



Marj Pantone, ALFA, Panel Chair



Corie Tillman Wolf, J.D., Executive Director

9/27/19

Date

September 30, 2019

Date