

# IOWA

## Additions Made in 2003 Appear in Bold

1. WAGE/BENEFIT ENHANCEMENTS		2. TRAINING AND OTHER INITIATIVES	3. TASK FORCES & COMMISSIONS
<p><b>Wages</b> (includes wage pass-throughs)</p> <ul style="list-style-type: none"> <li>State funding for Iowa CareGivers Association to research and develop nursing facility case-mix reimbursement system (Medicaid providers) for financial incentives for direct-care workforce salaries</li> </ul>	<p><b>Benefits</b></p>	<p><b>(Includes career ladders)</b></p> <ul style="list-style-type: none"> <li>CareGivers Association and community colleges are partnering to provide a certified CNA Mentor Training program for advancement of CNAs</li> </ul>	<ul style="list-style-type: none"> <li>Established Task Force in 2001 to address the nurse/nurse aide shortage. Created the Office of Health Care Personnel to track health care worker trends and implemented various recruitment and retention initiatives.</li> <li>Iowa CareGivers Association's CNA Recruitment and Retention Pilot Project 1998-2000 report, Iowa CNA Wage and Benefit Survey 2001, and the Direct-Care Forum 2002 report can be viewed at <a href="http://www.iowacaregivers.org">www.iowacaregivers.org</a></li> </ul>

4. STAFFING RATIOS	5. SYSTEMS CHANGE GRANT WORKFORCE INITIATIVES	6. OTHER INITIATIVES NOT COVERED ABOVE
<p>IAC 58.11(2)</p> <ul style="list-style-type: none"> <li>2 hr/day (20% qualified nurse)</li> </ul>		<ul style="list-style-type: none"> <li>Quality of life pilot for direct-care workforce</li> <li>Mandated data collection efforts on nurse aide recruitment and retention</li> <li>Iowa CareGivers Association was the first statewide professional association for direct-care workers in the nation. Goal is to partner with providers, educators, policy makers, advocates, labor, and others to develop a network of support, recognition, education and advocacy. Activities include a series of direct-care forums, the CNA Recruitment and Retention Program, leadership training, research, information and referral.</li> <li>Quality Assurance incentive package - facilities can receive incentive payments for various quality assurance measures including staff retention, resident satisfaction, Alzheimer's unit, etc.</li> <li>Survey of Long-Term care nurses to determine concerns and needs of CNAs</li> <li><b>Iowa CareGivers Association awarded a <i>Better Jobs Better Care</i> demonstration grant. For description of project and stakeholder groups see: <a href="http://www.bjbc.org/Page.asp?sectionID=3">www.bjbc.org/Page.asp?sectionID=3</a></b></li> </ul>