



Delaware Health and Social Services

Division of Medicaid and Medical Assistance

PDN WORKFORCE CAPACITY STUDY – IMPLEMENTING RECOMMENDATIONS



BACKGROUND

- In 2020, DMMA contracted with the University of Delaware and Center for Research in Education and Social Policy (CRESP)
- The purpose of the study was to examine the capacity of the Delaware private duty nursing (PDN) workforce to support children with medical complexity and their families
- The study was comprised of five targeted areas
 - PDN Provider Agency Study
 - COVID Telehealth Study
 - Family Caregiver PDN Study
 - Non-PDN Study
 - PDN Study
- The Skilled Home Health Nursing (SHHN) Workgroup assisted with input on the study design
- Study results were provided to DMMA in December 2021 and were presented to the CMCAC



ASSESSMENT OF RECOMMENDATIONS

- Recommendations were developed for each of the five targeted studies
- In general, recommendations fall into three categories
 - Ongoing/Currently Under Development - Activity currently being addressed by DMMA or via CMCAC
 - Internal - Activity that could be led by DMMA or via CMCAC
 - External - Activity that requires ownership by one or more external partners
- Examples of external recommendations include: collaborate with schools regarding nursing content and training requirements, employer recognition for good performance and feedback on performance, and conduct exit interviews with PDNs who leave the field and increased funding for PDNs



NEXT STEPS

- DMMA will ask the SHHN Workgroup to support implementation of 10 recommendations
 - Tasks to operationalize recommendations will be included in 2022 work plan
- DMMA will provide updates to the SHHN Workgroup and the CMCAC on other recommendations that DMMA will be implementing, for example through the home and community-based services (HCBS) Spending Plan
- DMMA will evaluate remaining recommendations to determine how best to move forward
- Assessment will include where and how best to leverage partners such as BAYADA and the Delaware Association for Home and Community Care, and to determine how DMMA can support implementation of these recommendations

