

References

SESSION 2: Reducing Health Workforce Turnover in a Complex Health Care Environment

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Personal Care Aides: Assessing Self-Care Needs and Worker Shortages in Rural Areas

This was a 2-part project to map geographic areas where persons with a self-care disability live and the availability of PCAs in those areas. The second part included rural PCAs taking photos of their work followed by an interview to describe their work. The policy issues are workforce shortages, home care aide training, the issues related to turnover, and the confusing policy structure of care at home with PCA services.

Chapman SA, Greiman L, Bates T, Wagner LM, Lissau A, Toivanen-Atilla K, Sage R. Personal Care Aides: Assessing Self-Care Needs and Worker Shortages In Rural Areas. *Health Affairs*. 2022;41(10):1403-1412.

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The Relationship Between Scope of Practice Laws for Task Delegation and Nurse Turnover in Home Health

This study is accepted for publication but not yet published. The study used data from a multistate home health agency to look at turnover and state regulatory data on which tasks in home health care can be delegated to home care aides. Findings indicated an association between the ability of LPNs to delegate tasks and lower turnover rates of LPNs. Implications suggest looking at task delegation and how it might impact job satisfaction and retention among aides and their supervisors.

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Patricia (Polly) Pittman, PhD, FAAN

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Chong N, Pittman P, Herron M, Martin J, Rhempher K, Sirani B, Slocum J. Impact of Hospital Staffing Strategies in Response to COVID-19 (abstract). August 2022. https://www.gwhwi.org/uploads/4/3/3/5/43358451/abstract_impact_of_hospital_staffing.pdf