



Staffing Support Options

Last Updated: 12.03.2020

Nursing Students/Respiratory Care Students

The State has approved a temporary nurse apprentice licensure, there are currently 151 approvals. More information can be found on DOPL's COVID-19 website <https://dopl.utah.gov/covid19.html>:

- Temporary Nurse Apprentice Program, [Nurse apprentice application](#) , [Certification of Academic Status of Nurse Education](#)
 - If this is of interest we can reach out to see if we can have direct contact with any of the licensees to see if they'd be interested in a position. They would need to be supervised by an RN but are allowed to practice to the level of their education. DOPL can provide more information.
- Temporary Respiratory Therapy Apprentice Application Forms, [Temporary Respiratory Care Apprentice Application](#) , [Certification of Academic Status of Respiratory Care Education](#)

Additional Training

Some facilities may require additional training of core competencies for students per [Utah Administrative Rule R432-270](#). Many of these trainings are free of cost and in most cases are not incredibly time intensive. Please find a table of resources at the bottom of this document.

Certification Flexibilities Currently in Effect for CNAs

1. You do not need to test and be certified to work as a nursing assistant during this declared state of emergency. The Center for Medicare and Medicaid Services is allowing healthcare facilities to hire non-certified staff and allowing them to work beyond 120 days. Employers are especially eager to hire those who have completed nursing assistant training, even if you have not tested and certified.
2. Formerly certified CNA's in the State of Utah (expired more than 12 months) can seek certification reinstatement through a Variance Application to the Utah Department of Health. If granted, this request waives the requirement to retake a CNA training course and state certification exams to regain certification as a nursing assistant. Certification will not be revoked when the crisis is over and can be maintained if certification requirements continue to be met. See the Expired More than 12 Months document (also found in the 'Forms' section of the home page).
3. If you are expired less than 12 months, and have met the 200-hour minimum work requirement, you must go through the normal process for renewal. The normal process is to complete a renewal application which is available in your TMU portal. If you have not met the minimum 200-hour renewal requirement, you may submit a Variance Application for consideration.
4. CMS is waiving the requirements at 42 CFR 483.35(d) (with the exception of 42 CFR 483.35(d)(1)(i)), which require that a SNF and NF may not employ anyone for longer than four months unless they met the training and certification requirements under § 483.35(d). CMS is waiving these requirements to assist in potential staffing shortages seen with the COVID-19 pandemic. To ensure the health and safety of nursing home residents, CMS is not waiving 42 CFR § 483.35(d)(1)(i), which requires facilities to not use any individual working as a nurse aide for more than four months, on a full-time basis, unless that individual is competent to provide nursing and nursing related services. We further note that we are not waiving § 483.35(c), which requires facilities to ensure that nurse aides are able to demonstrate competency in skills and techniques necessary to care for residents' needs, as identified through resident assessments, and described in the plan of care.
5. For Nursing Assistant Training & Competency Evaluation Programs (NATCEP's) the Utah Department of Health has waived the requirement for students to complete 24 hours of clinical training in a nursing facility. A minimum of 16 hours of skills lab

time is required and must be used to complete the Nursing Assistant Skills Proficiency Performance (NAPP) list.

6. Additional information can be found at [Utah Nurse Assistant Registry: Certified Nurse Assistants](#).

Medical Reserve Corps (MRC) Volunteers

Several Local Health Departments have indicated that they have clinical level volunteers that may be of assistance to facilities to supplement staffing. You can find your MRC unit here <https://utahmrc.org/#93d8e428-ca9f-400c-bd77-0d2eb93ee8df>. If you have trouble connecting with the local coordinator please contact krisannbacon@utah.gov and we will try and be of assistance.

You can find the statutory definition and scope of the Medical Reserve Corps here https://le.utah.gov/xcode/Title26A/Chapter1/C26A-1-S126_1800010118000101.pdf.

Recruiting Apps for 'Moonlighting' or Staff Sharing

These may be able to help with short term staffing needs:

1. <https://nursa.com/>
2. <https://nursedash.com/>
3. <https://www.nextcrew.com/>
4. <https://www.intelycare.com/>
5. CareForce (this one is more of a staff sharing application and is not up yet but should be next week), we can work together on this if you are interested

Staffing agencies

Here are references for State preferred vendors:

1. **22nd Century**, Name: Reddy Bolineni | Email – govt@tscti.com | Phone: (888) 998 7284

2. **Cynet**, Name: Arpit Paul | Phone: (571) 442-1007 | Email: arpitp@cynethealth.com
Website: www.cynethealth.com
3. **Favorite Healthcare Staffing**, Name: Corey Shepard, Vice President | Phone: 913-800-7095 | Email: cshepard@favoritestaffing.com
4. **Staff Today**, Name: Andrea Goodwin, HR Manager | Email: hrmanager@stafftodayinc.com Tel: 800-928-5561
5. **WSI**, Name: Dottie Barry, Senior Account Manager | Phone: 303-322-8300 | Email: DottieB@wsijobs.com | Web: www.wsijobs.com

Workforce Recruitment Efforts

The Utah Unified Command COVID-19 Response Team is preparing for an increase in the number of people who urgently need health care in our communities during the COVID-19 outbreak. To meet this surge, we're aiding providers with various efforts to mitigate clinical staffing shortages in long term care facilities, hospitals, and other healthcare settings.

Part of this effort is a large push for workforce recruitment through the Utah Department of Workforce Services (DWS). On Thursday, January 7, from 10:00am-1:00pm DWS is hosting another virtual job fair and we need healthcare providers with openings to participate!

DWS is able, with employer permission, to scrape the employers website for positions and then post them to the jobs.utah.gov website. Providers can work with their geographic contacts to get this set up to either sign up for the virtual job fair or just list positions, all the information needed is found here <https://jobs.utah.gov/employer/localteams.html>.

Please contact your representative immediately to engage in this effort and sign up for the Virtual Job Fair on January 7. <https://jobs.utah.gov/employer/localteams.html>

Funding Support

To support hospitals in providing care for acute/advanced and ICU patients, the Utah Department of Health (UDOH) is providing a funding opportunity to support the funding of clinical and personal care aides for:

- State contracted long term care facilities, wholly or partially, dedicated to receiving COVID-19 positive patients from hospitals to serve decompression efforts, and
- Licensed long term care facilities with dedicated COVID-19 positive unit(s) or care area(s), this includes assisted living facilities that are caring for COVID-19 positive patients, or
- Hospitals that need to provide staff to a State-established alternate care site (likely at the Mountain America Expo Center) for non-COVID-19 patient care.

This application must be completed for consideration of funding support. Remuneration and liability for any health professionals hired through these funds will be the responsibility of the requesting long term care or healthcare facility. Please complete the following information and submit to Krisann Bacon, Utah COVID-19 Unified Command Special Projects lead, at krisannbacon@utah.gov to be considered for this opportunity. Funds can be requested for retroactive staffing support.

Applications are due by **December 4, 2020 at 5pm**, all spending must occur on or prior to December 30, 2020. Please note there will be a reporting requirement due to the State for the grants awarded.

Reporting requirements include:

- Date spans for funding use, retroactive requests are permitted
- COVID-19 positive patient counts by date
- Spending reports for expenses supported by funding

Please fill out the Utah Google Form COVID-19 Staffing Support Application to apply. <https://docs.google.com/forms/d/e/1FAIpQLSd9BHyCsb9WUjppJaTAihN3zvbvTXK5Xs2mWgHM0JxMUVYnZA/viewform>

Guidance from UDOH

[Family caregiver guidance for LTCFs to allow for a dedicated family caregiver](#)

[Guidance for Mitigating Staffing Shortages in Long-Term Care Facilities During the COVID-19 Pandemic](#)

Using Telehealth to Extend Workforce

The novel coronavirus (COVID-19) has spread across our State, causing severe illness in and creating a serious public health crisis. The number of ill patients and those suspected to be infected has burdened hospitals and medical equipment supply chains. One way to mitigate some of the logistics problems created by the COVID-19 pandemic is to transition to telehealth services when possible.

The Utah Department of Health has set up a telehealth resource page for providers. The center includes links to in-state resources, billing and reimbursement information for some insurers including Medicaid, and platforms that are available to providers.

<https://coronavirus.utah.gov/telehealth/>

Utah Department of Health Approved Core Competency Trainings

Title	Length	Cost for Individuals	Cost for Groups	Contact information
A Public Health Approach to Alzheimer's and Other Dementias	2.5 Hours	No Cost	No Cost	alz.org/public-health-curriculum
CARES Dementia Certification	Varies	Varies	Varies	https://www.hcinteractive.com/CARES
CMS Hand in Hand training	Self Taught/ 5 Modules	No Cost	No Cost	https://qsep.cms.gov/pubs/HandinHand.aspx
Certified Dementia Assistant	7 Hours online/ 8 hours in person	See Website	See Website	www.certifieddementiaassistant.com ; info@certifieddementiaassistant.com
Dementia Dialogues	6.5 Hours	No Cost	No Cost	Email healthyaging@utah.gov to schedule

EssentiALZ	3 Hours	See Website	See Website	https://www.alz.org/professionals/professional-providers/dementia-care-training-certification/person-centered-dementia-care-training-program
Geriatric Workforce Enhancement Program- Dementia Training	2-3 Hours	No Cost	No Cost	https://utahgwep.org/trainings/dementia-training
HRSA Health Workforce	Varies	No Cost	No Cost	https://drive.google.com/file/d/143vBxcNI07YQcWDOGG93z_0OH0lID91J/view?usp=sharing
Teepa Snow- Positive Approach to care	Varies	Varies	Varies	https://teepasnow.com/about/about-teepa-snow/who-is-teepa/teepa-training/
HHS HIPAA Training and Resources	1 Hour	No Cost	No Cost	https://www.hhs.gov/hipaa/for-professionals/training/index.html