



Department of Health Professions



COVID's Impact on Nurse Aide Education Programs

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Introduction



The COVID pandemic had deleterious impact on education systems



Impact acutely felt by nurse aide education programs (NAEPS)



Nurse aide clinical training often occurs in the setting most impacted by the pandemic



Introduction



However, with aging in the US, there's a need for more nurse aides



Nurse aide programs need to produce more nurse aides



It is critical to examine pandemic's effect on the nurse aide pipeline



Data



Surveys sent to 268 nurse aide programs in September 2020 to examine COVID's impact



202 programs responded (RR= 75%)



2021 survey of Virginia CNA workforce provided CNA full time equivalency (FTE)



Questions



Please identify the difficulties your program has experienced due to COVID-19: *Select all that apply*



Has your Nurse Aide Education Program (NAEP) made substantive changes to any of the following due primarily to COVID-19?



COVID and Program Completion



Respondents were also asked to identify the number of students enrolled and number unable to complete the program due to COVID



Calculated the percent of non-completers by region



Research Questions



Do difficulty reported vary by region or program type?



Do changes reported vary by region or program type?



Do completion rates vary by region or program type?



Do the prevalence of difficulties and non-completion rates vary by FTEs per 1,000?



Response Rates

	Nursing homes and hospitals	Community colleges	High schools	Proprietary	All
Number of surveys sent	43	48	94	83	268
Number returned	32	38	82	50	202
Response rate	74%	78%	87%	60%	75%
Rural location	21 (66%)	28 (74%)	57 (70%)	7 (14%)	113 (56%)



Difficulties by Program Type

	Nursing homes and hospitals (n = 32)	Community colleges (n = 38)	High schools (n = 82)	Proprietary (n = 50)	All (n = 202)
None	10 (31%)	3 (8%)	2 (2%)	2 (4%)	17 (8%)
Clinical sites closed to students	13 (59%)	32 (91%)	71 (89%)	44 (92%)	160 (86%)
Transfer from classroom to virtual	8 (36%)	18 (51%)	73 (91%)	24 (50%)	123 (66%)
Instructors quarantined	3 (14%)	1 (3%)	2 (3%)	4 (8%)	10 (5%)
Social distancing in skills lab	18 (82%)	21 (60%)	36 (45%)	33 (69%)	108 (58%)
Program closure	3 (14%)	17 (49%)	39 (49%)	12 (25%)	71 (38%)
Other	8 (36%)	11 (31%)	23 (29%)	12 (25%)	54 (29%)



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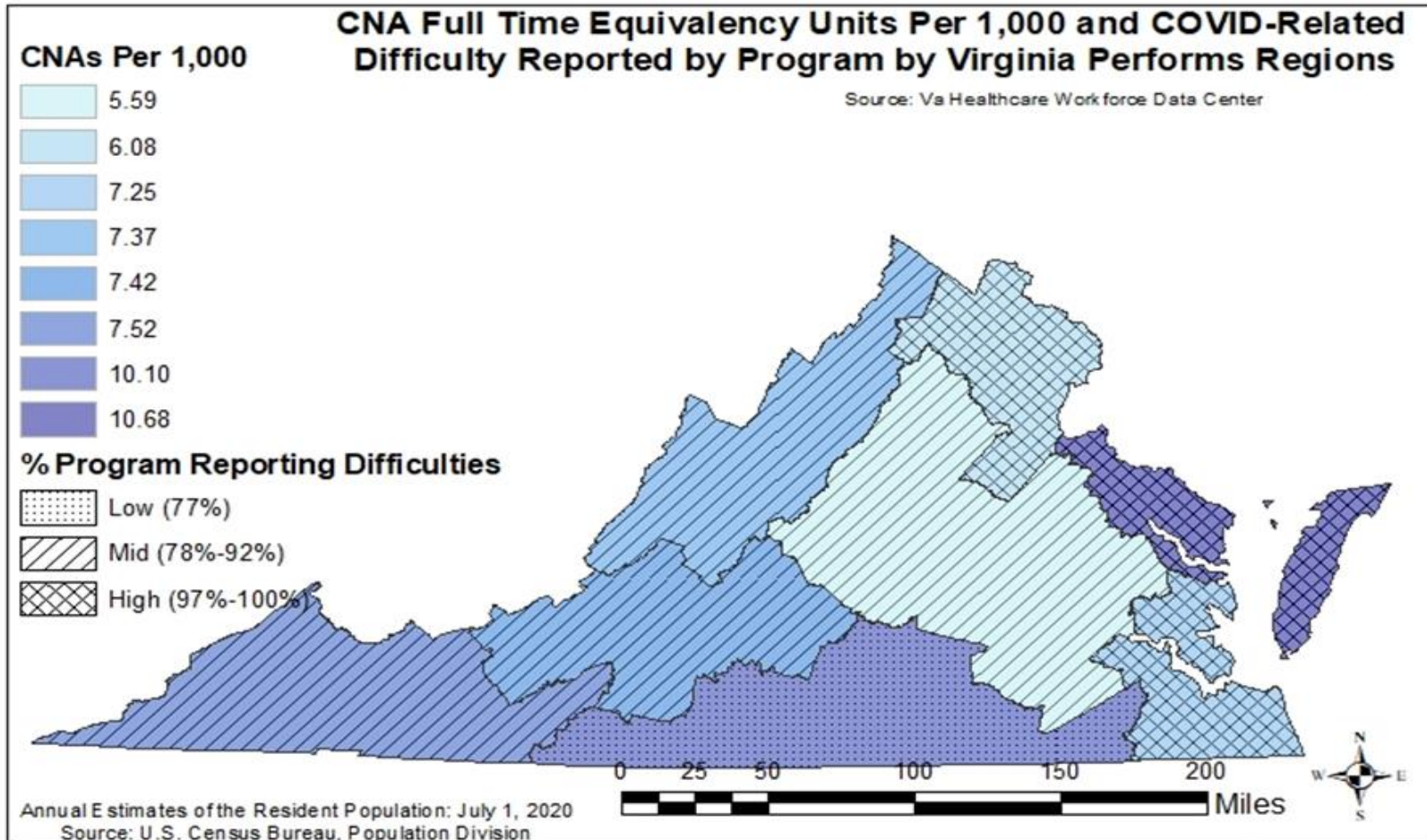


Difficulties by Region

	Central	Eastern	Hampton Roads	Northern	Southside	Southwest	Valley	West Central
None	8%	0%	0%	3%	23%	11%	11%	12%
Clinical sites closed to students	84%	100%	74%	94%	74%	64%	74%	77%
Transfer to virtual	51%	71%	48%	69%	52%	39%	42%	65%
Instructors quarantined	3%	0%	11%	3%	4%	11%	0%	4%
Social distancing in skills lab	41%	43%	52%	74%	52%	43%	47%	62%
Program closure	35%	57%	37%	29%	35%	29%	42%	35%
Other	16%	43%	41%	26%	13%	36%	42%	15%



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Regions with low CNA FTEs per 1,000 had highest percent of programs reporting difficulties.



Regulatory Waivers



Qualifications for instructional personnel were expanded beyond RNs and LPNs (March 2020)



Requirement that instructional personnel demonstrate competence in teaching adults was eliminated



Federal waivers permitted long-term care nursing facilities to hire competent unlicensed professionals (April 2020)



Regulation requiring that nurse aide skills training experience be obtained solely in a skilled nursing facility was waived (August 2020)



Regulatory Waivers

- 18VAC90-26-30(C) The requirement that other instructional personnel who assist the primary instructor in providing classroom instruction be limited to registered nurses or licensed practical nurses is waived on March 19, 2020, and shall remain in full force and shall not exceed 90 days following the expiration of Executive Order 51.
- 18VAC90-26-30(D) The requirement that all instructional personnel must demonstrate competence to teach adults is waived on March 19, 2020, and shall remain in full force and shall not exceed 90 days following the expiration of Executive Order 51.
- 18VAC90-26-20(B)(1)(e) The requirement that nurse aide skills training experience be obtained solely in a nursing facility is suspended through December 31, 2020. Acceptable alternate sites would include licensed hospitals, hospice facilities, assisted living facilities, rehabilitation centers, and dementia care units.



Waiver Used

	Nursing Homes & Hospitals	Community Colleges	High Schools	Other	Overall
No waiver used	11 (65%)	19 (68%)	51 (77%)	28 (49%)	109 (65%)
Waiver 20	5	9	13	16	43
Waiver 30C	0	0	0	6	6
Waiver 30D	1	0	2	7	10
Total responding to question	17	28	66	57	168



Number of Changes Made

	Nursing homes and hospitals (n=22)	Community colleges (n=32)	High schools (n=80)	Proprietary (n=48)	All (n=182)
None	11 (50%)	11 (31%)	46 (58%)	23 (48%)	91 (50%)
At least one	11 (50%)	21 (69%)	34 (42%)	25 (52%)	91 (50%)
One	1 (5%)	19 (54%)	22 (28%)	15 (31%)	57 (31%)
Two	10 (45%)	2 (6%)	8 (10%)	6 (13%)	26 (14%)
Three	0 (0%)	0 (0%)	3 (4%)	4 (8%)	7 (4%)
Four	0 (0%)	0 (0%)	1 (1%)	0 (0%)	1 (1%)



Changes Made by Program Type

	Nursing homes and hospitals	Community colleges	High schools	Proprietary	All
None	11 (50%)	11 (31%)	46 (58%)	23 (48%)	91 (50%)
Change in:					
Program length	9 (82%)	8 (38%)	14 (41%)	7 (28%)	38 (42%)
Primary instructor	9 (82%)	4 (19%)	7 (21%)	5 (20%)	25 (27%)
Program coordinator	0 (0%)	0 (0%)	5 (15%)	1 (4%)	6 (7%)
Other instructor(s)	0 (0%)	0 (0%)	10 (29%)	6 (24%)	16 (18%)
Physical location	1 (9%)	0 (0%)	5 (15%)	5 (20%)	11 (12%)
Clinical site	2 (18%)	11 (52%)	10 (29%)	15 (60%)	38 (42%)
	(n=11)	(n=21)	(n=34)	(n=25)	(n=91)



Changes Made by Region

	Central	Eastern	Hampton Roads	Northern	Southside	Southwest	Valley	West Central
None	24(65%)	4(57%)	14(52%)	12(34%)	17(74%)	19(68%)	8(42%)	13(50%)
Change in:								
Program length	4(31%)	1(33%)	6(46%)	7(30%)	5(83%)	5(56%)	6(55%)	4(31%)
Primary instructor	4(31%)	1(33%)	1(8%)	6(26%)	1(17%)	2(22%)	3(27%)	7(54%)
Program coordinator	2(16%)	0(0%)	0(0%)	3(13%)	0(0%)	0(0%)	0(0%)	1(8%)
Other instructor(s)	0(0%)	0(0%)	2(15%)	7(30%)	0(0%)	2(22%)	4(36%)	1(8%)
Physical location	0(0%)	0(0%)	1(8%)	7(30%)	0(0%)	0(0%)	1(9%)	2(15%)
Clinical site	6(46%)	1(33%)	7(54%)	11(48%)	1(17%)	3(33%)	4(36%)	5(38%)
	(n=13)	(n=3)	(n=13)	(n=23)	(n=6)	(n=9)	(n=11)	(n=13)



Student Completion by Program Type

	Nursing homes and hospitals	Community colleges	High schools	Proprietary	All
Total students enrolled	226	387	1,976	1,134	3,723
Total non-completers	83	257	1,154	396	1,890
% non-completers	37%	66%	58%	35%	51%

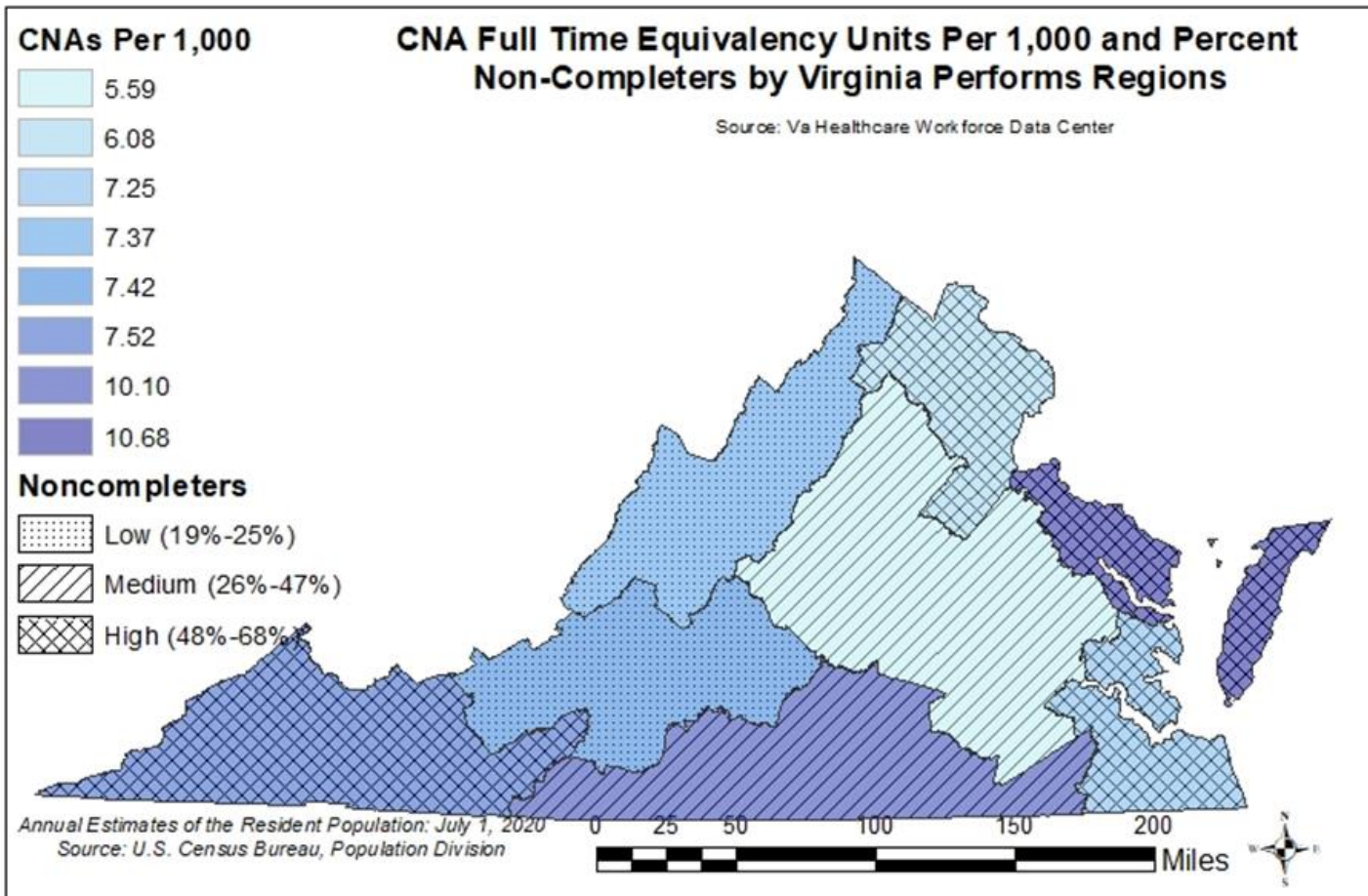


Student Completion by Region

	Central	Eastern	Hampton Roads	Northern	Southside	Southwest	Valley	West Central
Total students enrolled	755	106	523	1125	328	298	216	390
Total non-completers	351	72	342	670	155	178	42	98
Percent non-completers	46%	68%	65%	60%	47%	60%	19%	25%



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Regions with low CNA FTEs per 1,000 had highest percent of non-completers.



Conclusion



Nine out of every 10 programs in all regions reported difficulties



The type of difficulty reported varied by program type and region



Number and types of changes made also varied by program type and region



Conclusion



The lower the CNA FTE per 1,000 residents, the higher the percent of programs reporting difficulties



The lower the CNA FTE per 1,000 residents, the higher the percent of non-completers reported



Regions with low nurse aide FTEs per 1,000 already appear to be the most negatively impacted by the pandemic



Recommendation



More recruitment and enrollment should occur in regions most negatively impacted



Waivers may need to be implemented earlier if facing a similar situation in the future



Better federal-state coordination on nurse aide education and requirements.



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Questions?



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Thank you

